# **Appendix 4G**

# Key to Disclosures Corporate Governance Council Principles and Recommendations

Name of entity

TOUCHCORP LIMITED		
ABN/ARBN	Financial year ended	
603 731 184	31 DECEMBER 2016	
Our corporate governance statemer	t <sup>2</sup> for the above period above can be found at: <sup>3</sup>	
☐ these pages of our annual repor	t:	
✓ this URL on our website:	www.touchcorp.com	
The Cornorate Governance Stateme	int is accurate and up to date as at 28 February 2017 and has	_

The Corporate Governance Statement is accurate and up to date as at **28 February 2017** and has been approved by the Board.

The annexure includes a key to where our corporate governance disclosures can be located.

Sophie Karzis Company Secretary 28 February 2017

<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.

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.

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<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.

# ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

Corpo	rate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have <u>NOT</u> followed the recommendation in full for the whole of the period above. We have disclosed
PRINC	CIPLE 1 - LAY SOLID FOUNDATIONS FOR MANAG	EMENT AND OVERSIGHT	
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 this location:  Insert location here  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 this location:  www.touchcorp.com	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
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 this location:  Insert location here	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
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 this location:  Insert location here	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

Corpo	orate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have <u>NOT</u> followed the recommendation in full for the whole of the period above. We have disclosed
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 this location:  Insert location here	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
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 this location:  Insert location here  and a copy of our diversity policy or a summary of it:  ✓ at this location:  www.touchcorp.com  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 this location:  Insert location here  □ at this location:  Insert location here	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

Corpo	orate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have <u>NOT</u> followed the recommendation in full for the whole of the period above. We have disclosed
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 this location:  ☐ Insert location here  and the information referred to in paragraph (b):  ✓ in our Corporate Governance Statement OR  □ at this location:  ☐ Insert location here	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
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 this location:  Insert location here  and the information referred to in paragraph (b):  ✓ in our Corporate Governance Statement OR  □ at this location:  Insert location here	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

Corp	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
PRIN	CIPLE 2 - STRUCTURE THE BOARD TO ADD VALU	<u> E</u>	
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 this location:  Insert location here  and a copy of the charter of the committee:  ✓ at this location:  www.touchcorp.com  and the information referred to in paragraphs (4) and (5):  □ in our Corporate Governance Statement OR  ✓ at this location:  The Company's 2016 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 this location:  Insert location here	<ul> <li>✓ an explanation why that is so in our Corporate Governance Statement OR</li> <li>□ we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>

Corpo	rate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have <u>NOT</u> followed the recommendation in full for the whole of the period above. We have disclosed
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 this location:  Insert location here	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
2.3	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 this location:  ☐ Insert location here  where applicable, the information referred to in paragraph (b):  □ in our Corporate Governance Statement OR  □ at this location:  ☐ Insert location here  the length of service of each director:  □ in our Corporate Governance Statement OR  ✓ at this location:  The Company's 2016 Annual Report	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 this location:  Insert location here	<ul> <li>✓ an explanation why that is so in our Corporate Governance Statement OR</li> <li>□ we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>

Corpe	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
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 this location:  Insert location here	<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>
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 this location:  Insert location here	□ 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
PRIN	CIPLE 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.	<ul> <li> our code of conduct or a summary of it:</li> <li>☐ in our Corporate Governance Statement <u>OR</u></li> <li>✓ at this location:</li> <li>www.touchcorp.com</li> </ul>	an explanation why that is so in our Corporate Governance Statement
PRIN	CIPLE 4 – SAFEGUARD INTEGRITY IN CORPORAT	E 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	[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 this location:  Insert location here  and a copy of the charter of the committee:  ✓ at this location:  www.touchcorp.com and the information referred to in paragraphs (4) and (5):  in our Corporate Governance Statement OR	✓ an explanation why that is so in our Corporate Governance Statement

Corpo	orate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have <u>NOT</u> followed the recommendation in full for the whole of the period above. We have disclosed
	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.	✓ at this location:	
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 this location:  Insert location here	an explanation why that is so in our Corporate Governance Statement
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 this location:  Insert location here	an explanation why that is so in our Corporate Governance Statement OR  we are an externally managed entity that does not hold an annual general meeting and this recommendation is therefore not applicable

Corpo	orate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have <u>NOT</u> followed the recommendation in full for the whole of the period above. We have disclosed
PRIN	CIPLE 5 – MAKE TIMELY AND BALANCED DISCLO	SURE	
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 this location:  www.touchcorp.com	an explanation why that is so in our Corporate Governance Statement
PRING	CIPLE 6 – RESPECT THE RIGHTS OF SECURITY H	OLDERS	
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 this location:  www.touchcorp.com	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 this location:  Insert location here	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 this location:  Insert location here	an explanation why that is so in our Corporate Governance Statement OR  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 this location:  Insert location here	an explanation why that is so in our Corporate Governance Statement

Corpo	orate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have <u>NOT</u> followed the recommendation in full for the whole of the period above. We have disclosed
PRIN	CIPLE 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 this location:  — Insert location here  and a copy of the charter of the committee:  ✓ at this location:  www.touchcorp.com  and the information referred to in paragraphs (4) and (5):  ☐ in our Corporate Governance Statement OR  ✓ at this location:  The Company's 2016 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  ☐ at this location:  — Insert location here	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.	the fact that we follow this recommendation:  ✓ in our Corporate Governance Statement OR  □ at this location:  Insert location here	an explanation why that is so in our Corporate Governance Statement

Corpo	orate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have <u>NOT</u> followed the recommendation in full for the whole of the period above. We have disclosed
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 this location:  Insert location here  [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 this location:  Insert location here	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 this location:  Insert location here	an explanation why that is so in our Corporate Governance Statement
PRIN	CIPLE 8 – REMUNERATE FAIRLY AND RESPONSIE	BLY	
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:	[If the entity complies with paragraph (a):] the fact that we have a remuneration committee that complies with paragraphs (1) and (2):  in our Corporate Governance Statement OR  at this location:	<ul> <li>✓ an explanation why that is so in our Corporate Governance Statement OR</li> <li>☐ we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>

Corp	orate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have <u>NOT</u> followed the recommendation in full for the whole of the period above. We have disclosed
	<ul> <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> <li>(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.</li> </ul>	Insert location here  and a copy of the charter of the committee:  ✓ at this location:  www.touchcorp.com  and the information referred to in paragraphs (4) and (5):  ☐ in our Corporate Governance Statement OR  ✓ at this location:  The Company's 2016 Annual Report  [If the entity complies with paragraph (b):]  the fact that we do not have a remuneration committee and the processes we employ for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive:  ☐ in our Corporate Governance Statement OR  ☐ at this location:  Insert location here	
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 this location:  The Company's 2016 Annual Report	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

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have <u>NOT</u> followed the recommendation in full for the whole of the period above. We have disclosed
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 this location:  Insert location here	an explanation why that is so in our Corporate Governance Statement OR  we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable OR  we are an externally managed entity and this recommendation is therefore not applicable
<u>ADDI</u>	TIONAL DISCLOSURES APPLICABLE TO EXTERN	ALLY MANAGED 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 this location:  Insert location here	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 this location:	an explanation why that is so in our Corporate Governance Statement

# **TOUCHCORP LIMITED**

(ASX: TCH)



# CORPORATE GOVERNANCE STATEMENT

The Directors and management of Touchcorp Limited (the **Company**) and its controlled entities (the **Group**) are committed to conducting the Group's business in an ethical manner and in accordance with the highest standards of corporate governance. The Company has adopted and complies with the ASX Corporate Governance Principles and Recommendations (Third Edition) (**Recommendations**) to the extent appropriate to the size and nature of the Group's operations.

This Corporate Governance Statement provides details of the Company's compliance with each ASX Recommendation and sets out its corporate governance practices that were in operation throughout the financial year ended 31 December 2016. This statement is current as at 28 February 2017 and has been approved by the Board of the Company.

The Company's corporate governance policies and charters and policies are all available on the Company's web site (www.touchcorp.com) (**Website**).

#### Principle 1 - Lay solid foundations for management and oversight

A listed entity should establish and disclose the respective roles and responsibilities of its board and management and how their performance is monitored and evaluated.

ASX	Recommendation 1.1	Com	nplying	
A list	ed entity should disclose:			
(a)	the respective roles and responsibilities of its board and management; and	a.	Yes	
(b)	those matters expressly reserved to the board and those delegated to management.	b.	Yes	

The Board has adopted a charter (**Board Charter**) which establishes the role of the Board and its relationship with management. The Board Charter clearly articulates the division of responsibilities between the Board and management, in order to manage expectations and avoid misunderstandings about their respective roles and accountabilities.

As detailed in the Board Charter, the primary role of the Board is the protection and enhancement of long term shareholder value, and its responsibilities include the overall strategic direction of the Group, establishing goals for management and monitoring the achievement of these goals. The Board is also responsible for the overall corporate governance of the Group.

The Board Charter additionally sets out the role and responsibility of the Chairman, and outlines the Board's policy on when and how Directors may seek independent professional advice at the expense of the Company.

The Board has delegated to the Chief Executive Officer (**CEO**) or equivalent the authority and power to manage the Group and its businesses within levels of authority specified by the Board from time to time. The CEO may subdelegate aspects of his authority and power but remains accountable to the Board for the Group's performance and is required to report regularly to the Board on the progress being made by the Group's business units.

In accordance with the Board Charter, the Board will review the Board Charter at least annually, and in doing so will continually review the division of functions between the Board and management to ensure that it continues to be appropriate to the needs of the Group.

A copy of the Board Charter is available on the Website.



ASX Recommendation 1.2	Complying
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	a. Yes
(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.	b. Yes

The Company's process for the selection, nomination and appointment of Directors involves a formal selection process undertaken by the Board. As part of this process, the Board on the advice of the Remuneration & Nomination Committee, establishes criteria about the general qualifications and experience, as well as the specific qualifications that a candidate should possess. It is the role of the Remuneration & Nomination Committee to identify suitable candidates to complement the existing Board; to undertake appropriate checks on the candidate; and to seek confirmation from the candidate that he/she will have sufficient time to fulfil his or her responsibilities as a director. Where appropriate, external consultants may be engaged to assist in searching for candidates and undertaking relevant checks.

The Company provides information to shareholders about Directors seeking re-election at general meeting to enable them to make an informed decision on whether or not to re-elect the Director, including their relevant qualifications and experience and the skills they bring to the Board; details of any other listed directorships held by the Director in the preceding 3 years; the term of office already served by the Director; whether the Director is considered to be independent; and a recommendation by the Board in respect of the re-election of the Director.

ASX Recommendation 1.3	Complying
A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	Yes

Each Director is given a letter upon his or her appointment which outlines the Director's duties, obligations, remuneration, expected time commitments and notification of the Company's policies. Similarly senior executives, including the CEO and CFO, have a formal job description and services agreement describing their term of office, duties, rights and responsibilities, and entitlements on termination.

The Company will disclose the material terms of any employment, service or consultancy agreement it enters into with its CEO (or equivalent).

ASX Recommendation 1.4	Complying
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 Secretary is responsible for co-ordination of all Board business, including agendas, board papers, minutes, communication with regulatory bodies, ASX and all statutory and other filings. The appointment and removal of the Company Secretary is a matter for decision by the Board as a whole and the Company Secretary is accountable to the Board, through the Chair, on all governance matters.

ASX Recommendation 1.5	Comp	plying
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;	a.	Yes
(b) disclose that policy or a summary of it; and	b.	Yes
	C.	Yes



(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)	Yes
	(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)	N/A
	(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 Company has adopted a Diversity Policy which can be viewed on its website.

The Diversity Policy reflects commitment of the Directors and Senior Management to promote the specific objective of diversity and seeks to ensure, to the extent that is practicable and appropriate, that the Company's Director appointment and employee recruitment processes are undertaken with reference to the objectives of the Diversity Policy.

The objectives of the Company's Diversity policy are centred on a wide range of diversity criteria including gender, age, ethnicity and cultural background.

The Company is committed to the principles of employing people with a broad range of experiences, skills and views. All executives, managers and employees are responsible for promoting workforce diversity. The Company's Remuneration & Nomination Committee is charged with the responsibility of undertaking an annual review to:

- assess its policies and procedures in reference to its diversity objectives;
- determine whether its diversity policies and procedures are and are likely to continue to be appropriate; and
- ensure that the Company, and its policies and procedures, comply with all applicable legal requirements in respect of diversity and that such policies and procedures remain relevant and effective.

The Board's measurable objective in respect of board diversity is that there will be at least one female on the Board representing a female gender representation of 25% of the total Board.

In respect of senior executives, and having regard to the Company's forecast growth, the Board has set an objective of increasing the number and proportion of women over the next three (3) years.

As at 31 December 2016, the Company employed a total of 132 employees; of these, 34 are female, and of these 3 hold senior management roles. There is currently one female director on the Company's Board. The Company Secretary is female.

ASX Recommendation 1.6	Complying
A listed entity should:	
(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and	a. Yes
(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.	b. Yes

The Directors undertake an annual process to review the performance and effectiveness of the Board and individual Directors. The Company Secretary oversees this process. As part of the review, each Director completes a questionnaire relating to the Board's role, composition, procedures, practices and behaviour. The questionnaires are confidential. The Chairman leads a discussion of the questionnaire results with the Board as a whole, and provides feedback to individual Directors as necessary.

A performance evaluation in accordance with the above set out process was undertaken during the reporting period.

ASX Recommendation 1.7	Complying
A listed entity should:	
(a) have and disclose a process for periodically evaluating the performance of its senior	a. Yes
executives; and	b. Yes



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

The Board, together with the Company's Chief Executive Officer (or equivalent), evaluates the performance of the Group's senior executives annually. The Board also annually reviews the performance of the Chief Executive Officer (or equivalent). A performance evaluation for the Group's senior executives and the Chief Executive Officer (or equivalent) has taken place in the reporting period.

#### Principle 2 – Structure the Board to add value

A listed entity should have a board of an appropriate size, composition, skills and commitment to enable it to discharge its duties effectively.

ASX Recommendation 2.1		Complying	
The board of a listed entity should:			
(a) have a nomination committee which:	a.	Yes	
(1) has at least three members, a majority of whom are independent directors; and	1.	Temporarily not complying	
(2) is chaired by an independent director,	2.	Temporarily	
and disclose:	3.	not complying Yes	
(3) the charter of the committee;	4.	Yes	
(4) the members of the committee; and	5.	Yes	
(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.	f b.	N/A	

The Board has a formal Remuneration & Nomination Committee.

The Remuneration & Nomination Committee is comprised of three members, being Michael Jefferies (Chair of the Committee), Duncan Saville and Hatim Tyabji. Having regard to the Board's charter that in turn is based upon the indicia in Box 2.3 in the Recommendations, the Board considers Hatim Tyabji to be independent. Duncan Saville is not considered to be independent due to his association with a major security holder in the Company.

Ordinarily the Company would be compliant with the recommendations that its Remuneration & Nominee Committee consist of a majority of independent Directors and be chaired by an independent Director, as Michael Jefferies would generally be considered to be an independent Director. However, following the passing of Adrian Cleeve on 8 November 2016, Michael Jefferies was temporarily appointed to the role of Acting CEO. As Acting CEO, Michael Jefferies is not considered to be independent or a Non-Executive Director. The Company expects to revert back to full compliance with this recommendation on the appointment of a new CEO.

The Remuneration & Nomination Committee's functions and powers are formalised in a Charter and is posted on the Company's website. The number of times that the Remuneration & Nomination Committee met throughout the financial year and the individual attendances of the members at those meetings are disclosed in the Company's Annual Report.



# ASX Recommendation 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.

The following information is set out in the Company's Annual Report:

- the skills, experience and expertise relevant to the position of Director held by each Director in office at the date of the annual report; and
- a statement as to the mix of skills and diversity for which the board of directors is looking to achieve in membership of the Board. A summary of the breadth and depth of the Board's experience and skills appears below:

Executive leadership Senior executive experience including international experience  Board experience Experience as board member of a listed company  Financial literacy Qualifications or experience in financial accounting and reporting, corporate finance, risk and internal controls  Legal, governance and compliance Qualifications or experience with relevant legal matters, governance structures standards and compliance requirements  Strategy SExperience in developing, implementing and challenging a plan of action to achieve the Company's long term objectives  Commercial acumen SExperience and ability to make good judgments and timely decisions in understanding and dealing with a business situation  Health, safety, environment and sustainability Experience related to health, safety, environmental, social responsibility, or sustainability initiatives  Capital management Experience in capital management strategies, including capital partnerships, debt financing and capital raisings  Information Technology Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications SIUnderstanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP) Experience related to management of IP including protection and development	Skills and Experience	Number of Directors/ Board Representation (out of 5)
Sexperience as board member of a listed company   Sexperience as board member of a listed company   Sequalifications or experience in financial accounting and reporting, corporate finance, risk and internal controls   Sequalifications or experience with relevant legal matters, governance structures standards and compliance requirements   Strategy   Sexperience in developing, implementing and challenging a plan of action to achieve the Company's long term objectives   Sexperience and ability to make good judgments and timely decisions in understanding and dealing with a business situation   Sexperience related to health, safety, environmental, social responsibility, or sustainability initiatives   Sexperience related to health, safety, environmental, social responsibility, or sustainability initiatives   Sexperience in capital management   Sexperience in capital raisings   Sexperience in capital raisings   Sexperience in capital raisings   Sexperience in the application of technology to process information and data in the context of a business enterprise   Sexperience in the application of technology to process information and data in the context of a business enterprise   Sexperience in the application of technology to process information and data in the context of a business enterprise   Sexperience in the application of technology to process information and data in the context of a business enterprise   Sexperience in the application of technology to process information and data in the context of a business enterprise   Sexperience in the application of technology to process information and data in the context of a business enterprise   Sexperience in the application of technology to process information and data in the context of a business enterprise   Sexperience in the application of technology to process information and data in the context of a business enterprise   Sexperience in the application of technology   Sexperience in the application of technology   Sexperience in the application of technology	Executive leadership	5
Experience as board member of a listed company  Financial literacy Qualifications or experience in financial accounting and reporting, corporate finance, risk and internal controls  Legal, governance and compliance Qualifications or experience with relevant legal matters, governance structures standards and compliance requirements  Strategy 5 Experience in developing, implementing and challenging a plan of action to achieve the Company's long term objectives  Commercial acumen Experience and ability to make good judgments and timely decisions in understanding and dealing with a business situation  Health, safety, environment and sustainability 5 Experience related to health, safety, environmental, social responsibility, or sustainability initiatives  Capital management Experience in capital management strategies, including capital partnerships, debt financing and capital raisings  Information Technology 4 Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications 5 Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information Intellectual Property (IP)  4	Senior executive experience including international experience	
Financial literacy Qualifications or experience in financial accounting and reporting, corporate finance, risk and internal controls  Legal, governance and compliance Qualifications or experience with relevant legal matters, governance structures standards and compliance requirements  Strategy 5 Experience in developing, implementing and challenging a plan of action to achieve the Company's long term objectives  Commercial acumen 5 Experience and ability to make good judgments and timely decisions in understanding and dealing with a business situation  Health, safety, environment and sustainability 5 Experience related to health, safety, environmental, social responsibility, or sustainability initiatives  Capital management 4 Experience in capital management strategies, including capital partnerships, debt financing and capital raisings  Information Technology 4 Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications 5 Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information Intellectual Property (IP)  4	Board experience	5
Qualifications or experience in financial accounting and reporting, corporate finance, risk and internal controls  Legal, governance and compliance Qualifications or experience with relevant legal matters, governance structures standards and compliance requirements  Strategy Strategy Strategy Company's long term objectives  Commercial acumen Sexperience and ability to make good judgments and timely decisions in understanding and dealing with a business situation  Health, safety, environment and sustainability Sexperience related to health, safety, environmental, social responsibility, or sustainability initiatives  Capital management Experience in capital management strategies, including capital partnerships, debt financing and capital raisings  Information Technology 4  Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications 5 Intellectual Property (IP) 4	Experience as board member of a listed company	
risk and internal controls  Legal, governance and compliance Qualifications or experience with relevant legal matters, governance structures standards and compliance requirements  Strategy SExperience in developing, implementing and challenging a plan of action to achieve the Company's long term objectives  Commercial acumen SExperience and ability to make good judgments and timely decisions in understanding and dealing with a business situation  Health, safety, environment and sustainability SExperience related to health, safety, environmental, social responsibility, or sustainability initiatives  Capital management AExperience in capital management strategies, including capital partnerships, debt financing and capital raisings  Information Technology AExperience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications JUNDERS ADMINISTRATION OF TECHNOLOGY Intellectual Property (IP)  Intellectual Property (IP)	Financial literacy	5
Qualifications or experience with relevant legal matters, governance structures standards and compliance requirements  Strategy  5 Experience in developing, implementing and challenging a plan of action to achieve the Company's long term objectives  Commercial acumen  5 Experience and ability to make good judgments and timely decisions in understanding and dealing with a business situation  Health, safety, environment and sustainability  5 Experience related to health, safety, environmental, social responsibility, or sustainability initiatives  Capital management  4 Experience in capital management strategies, including capital partnerships, debt financing and capital raisings  Information Technology  4 Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications  5 Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP)  4		
Strategy  Experience in developing, implementing and challenging a plan of action to achieve the Company's long term objectives  Commercial acumen  Experience and ability to make good judgments and timely decisions in understanding and dealing with a business situation  Health, safety, environment and sustainability  Experience related to health, safety, environmental, social responsibility, or sustainability initiatives  Capital management  Experience in capital management strategies, including capital partnerships, debt financing and capital raisings  Information Technology  Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications  Juderstanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP)  4	Legal, governance and compliance	5
Experience in developing, implementing and challenging a plan of action to achieve the Company's long term objectives  Commercial acumen  Experience and ability to make good judgments and timely decisions in understanding and dealing with a business situation  Health, safety, environment and sustainability  Experience related to health, safety, environmental, social responsibility, or sustainability initiatives  Capital management  Experience in capital management strategies, including capital partnerships, debt financing and capital raisings  Information Technology  Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications  5 Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP)  4		
Company's long term objectives  Commercial acumen  Experience and ability to make good judgments and timely decisions in understanding and dealing with a business situation  Health, safety, environment and sustainability  Experience related to health, safety, environmental, social responsibility, or sustainability initiatives  Capital management  Experience in capital management strategies, including capital partnerships, debt financing and capital raisings  Information Technology  Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications  5 Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP)	Strategy	5
Commercial acumen  Experience and ability to make good judgments and timely decisions in understanding and dealing with a business situation  Health, safety, environment and sustainability  Experience related to health, safety, environmental, social responsibility, or sustainability initiatives  Capital management  Experience in capital management strategies, including capital partnerships, debt financing and capital raisings  Information Technology  Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications  5 Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP)		
Experience and ability to make good judgments and timely decisions in understanding and dealing with a business situation  Health, safety, environment and sustainability  Experience related to health, safety, environmental, social responsibility, or sustainability initiatives  Capital management  Experience in capital management strategies, including capital partnerships, debt financing and capital raisings  Information Technology  Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications  5 Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP)		
Health, safety, environment and sustainability  Experience related to health, safety, environmental, social responsibility, or sustainability initiatives  Capital management  Experience in capital management strategies, including capital partnerships, debt financing and capital raisings  Information Technology  Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications  Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP)  4		5
Health, safety, environment and sustainability  Experience related to health, safety, environmental, social responsibility, or sustainability initiatives  Capital management  Experience in capital management strategies, including capital partnerships, debt financing and capital raisings  Information Technology  Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications  Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP)  5		
Experience related to health, safety, environmental, social responsibility, or sustainability initiatives  Capital management  Experience in capital management strategies, including capital partnerships, debt financing and capital raisings  Information Technology  Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications  Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP)  4		F
Sustainability initiatives  Capital management Experience in capital management strategies, including capital partnerships, debt financing and capital raisings  Information Technology Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP)  4		5
Capital management  Experience in capital management strategies, including capital partnerships, debt financing and capital raisings  Information Technology  Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications  Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP)  4		
Experience in capital management strategies, including capital partnerships, debt financing and capital raisings  Information Technology  Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications  Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP)  4	· · · · · · · · · · · · · · · · · · ·	Δ
financing and capital raisings  Information Technology  Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications  Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP)  4	•	-
Information Technology  Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications  Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP)  4		
Experience in the application of technology to process information and data in the context of a business enterprise  Media and telecommunications  Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP)  4		4
context of a business enterprise  Media and telecommunications  Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP)  4		·
Media and telecommunications Understanding of media trends and information products in media and operating infrastructure for transmission and storage of information  Intellectual Property (IP)  4		
infrastructure for transmission and storage of information  Intellectual Property (IP)  4		5
infrastructure for transmission and storage of information  Intellectual Property (IP)  4	Understanding of media trends and information products in media and operating	
Intellectual Property (IP) 4		
Experience related to management of IP including protection and development	·	4
	Experience related to management of IP including protection and development	

ASX Recommendation 2.3		Complying	
A listed entity should disclose:			
(a) the names of the directors considered by the board to be independent directors;	a.	Yes	
(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	b.	Yes	
(c) the length of service of each director.	c.	Yes	

During the year, the Board comprised of five Directors, (being Michael Jefferies (Chair and Acting CEO), Adrian Cleeve (CEO, deceased), Elana Rubin, Duncan Saville and Hatim Tyabji). Elana Rubin and Hatim Tyabji are considered to be independent Directors.



Michael Jefferies is currently performing an executive role within the Company in his capacity as Acting CEO, and is therefore temporarily not considered to be independent.

In assessing the independence of Duncan Saville, the Board took into account the fact that Mr Saville is associated with a substantial security holder of the Company and has determined on this basis that Mr Saville is not independent.

The *Corporations Act 2001*, the Company's Constitution and the monthly Board meeting process requires Directors to advise the Board of any interest they have that has the potential to conflict with the interests of the Group, including any development that may impact their perceived or actual independence.

If the Board determines that a Director's status as an independent Director has changed, that determination will be disclosed and explained in a timely manner to the market. The length of service of each Director is set out in the Company's Annual Report.

#### **ASX Recommendation 2.4**

# Complying

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

Temporarily not complying

During the year, the Board comprised of five Directors, Michael Jefferies (Chair and Acting CEO), Adrian Cleeve (CEO, deceased), Elana Rubin, Duncan Saville and Hatim Tyabji.

Of the four current Directors, two are considered to be independent (being Elana Rubin and Hatim Tyabji), while two are considered not to be independent (being Michael Jefferies and Duncan Saville).

The Company would ordinarily be compliant with this recommendation, as Michael Jefferies would generally be considered to be an independent Director. However as previously mentioned, following the passing of Adrian Cleeve on 8 November 2016, Michael Jefferies was temporarily appointed to the role of Acting CEO. As Acting CEO, Michael Jefferies is not considered to be independent or a Non-Executive Director. The Company expects to revert back to compliance with this recommendation on the appointment of a new CEO.

In assessing the independence of Duncan Saville, the Board took into account the fact that Duncan Saville is associated with a substantial security holder of the Company and has determined on this basis that Mr Saville is not independent.

## **ASX Recommendation 2.5**

# Complying

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.

Temporarily not complying

Michael Jefferies has been Chairman of the Company since 14 February 2014 and was appointed Acting CEO on 8 November 2016.

The Company would ordinarily be compliant with this recommendation, as Michael Jefferies would generally be considered to be an independent Director. However as previously mentioned, following the passing of Adrian Cleeve on 8 November 2016, Michael Jefferies was temporarily appointed to the role of Acting CEO. As Acting CEO, Michael Jefferies is not considered to be independent or a Non-Executive Director. The Company expects to revert back to compliance with this recommendation on the appointment of a new CEO.



ASX Recommendation 2.6	Complying
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.	Yes

The Company has procedures and policies in place to assist Directors in fulfilling their responsibilities.

As Directors join the Board, they undertake an induction program, which includes information on the Company's core values, key strategies, objectives, as well as its governance framework and operations. New Directors also meet with key senior management to gain a better appreciation of the Company's services and capabilities.

The Board also receives ongoing governance updates as required, including in relation to recent legislative and regulatory changes and developments in corporate governance. All Directors have ongoing access to information on the Company's operations and to the Company's senior management.

Each Director, at any time, is able to seek reasonable independent professional advice on any business-related matter at the expense of the Company. Directors also have access to adequate internal resources to seek any information from any officer or employee of the Company, or to require the attendance of management at meetings to enable them as Directors to fulfil their duties.

# **Principle 3 – Act ethically and responsibly**A listed entity should act ethically and responsibly

ASX Recommendation 3.1	Complying
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.	a. Yes b. Yes

The Board has established a Code of Conduct which articulates acceptable practices for directors, senior executives and employees, to guide their behaviour and to demonstrate the commitment of the Company to ethical practices. The Code of Conduct is published on the Website. The Company also seeks to ensure that advisers, consultants and contractors aware of the Company's expectations as set out in its Code of Conduct.

### Principle 4 – Safeguard integrity in corporate reporting

A listed entity should have formal and rigorous processes that independently verify and safeguard the integrity of its corporate reporting.

ASX Recommendation 4.1	Con	nplying
The board of a listed entity should:		
(a) have an audit committee which:	a.	Yes
(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and	1.	Temporarily part complying
(2) is chaired by an independent director, who is not the chair of the board,	2.	Yes
and disclose:	3.	Yes
and disclose.	4.	Yes
(3) the charter of the committee;	5.	Yes
(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.

b. N/A

The Company has an Audit & Risk Management Committee that reports to the Board. The audit related role of the Audit & Risk Management Committee is to advise on the establishment and maintenance of a framework of internal controls and appropriate ethical standards for the management of the Group and to advise on financial information prepared for use by the Board or for inclusion in financial statements.

The Directors are committed to the preparation of financial statements that present a balanced and clear assessment of the Group's financial position and prospects. The Board reviews the Group's half yearly and annual financial statements.

The Board requires that the Chief Executive Officer and the Chief Financial Officer (or equivalent) state in writing to the Board that the Group's financial reports present a true and fair view, in all material respects, of the Group's financial condition and operational results and are in accordance with relevant accounting standards.

The Company's Audit & Risk Management Committee comprises Elana Rubin (Chair of the Committee), Michael Jefferies and Hatim Tyabji. Elana Rubin and Hatim Tyabji are independent Non-Executive Directors.

The Company would ordinarily be compliant with the recommendation that its Audit & Risk Management Committee consist entirely of Non-Executive Directors, as Michael Jefferies would generally be a Non-Executive Director. However as previously mentioned, following the passing of Adrian Cleeve on 8 November 2016, Michael Jefferies was temporarily appointed to the role of Acting CEO. As Acting CEO, Michael Jefferies is not considered to be independent or a Non-Executive Director. The Company expects to revert back to full compliance with this recommendation on the appointment of a new CEO.

The Audit & Risk Management Committee has a formal charter that is posted on the Company's website.

The number of times that the Audit & Risk Management Committee met throughout the financial year and the individual attendances of the members at those meetings, and the relevant qualifications and experience of the Audit & Risk Management Committee members are disclosed in the Company's Annual Report.

ASX Recommendation 4.2	Complying
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 finance records of the entity have been properly maintained and that the financial statements comp the appropriate accounting standards and give a true and fair view of the financial position performance of the entity and that the opinion has been formed on the basis of a sound sys risk management and internal control which is operating effectively.	cial ly with and

The Directors are committed to the preparation of financial statements that present a balanced and clear assessment of the Group's financial position and prospects.

The Board reviews the Group's half yearly and annual financial statements.

The Board requires that the Chief Executive Officer and the Chief Financial Officer (or equivalent) state in writing to the Board that the Group's financial reports present a true and fair view, in all material respects, of the Group's financial condition and operational results and are in accordance with relevant accounting standards and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.



ASX Recommendation 4.3	Complying
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.	Yes

Shareholders will be encouraged to attend the Company's Annual General Meeting, which the Company endeavours to ensure the attendance of its auditors.

Shareholders will be given an opportunity to ask questions of the Company's auditors regarding the conduct of the audit and preparation and content of the auditor's report.

#### Principle 5 – Make timely and balanced disclosure

A listed entity should make timely and balanced disclosure of all matters concerning it that a reasonable person would expect to have a material effect on the price or value of its securities.

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

The Company has a documented policy which has established procedures designed to ensure compliance with ASX Listing Rule disclosure requirements and to ensure accountability at a senior management level for that compliance. The focus of these procedures is on continuous disclosure of any information concerning the Company that a reasonable person would expect to have a material effect on the price of the Company's securities and improving access to information for all investors.

The Chief Executive Officer (or equivalent) and the Company Secretary are responsible for interpreting the Group's policy and where necessary informing the Board. The purpose of the procedures for identifying information for disclosure is to ensure timely and accurate information is provided equally to all shareholders and market participants.

The Company Secretary is responsible for all communications with the ASX. All Company announcements are vetted and authorised by the Board and senior management to ensure they are made in a timely manner, are factual, do not omit material information and are expressed in a clear and objective manner that allows investors to assess the impact of the information when making investment decisions. The policy on continuous disclosure is published on the Website.

#### Principle 6 – Respect the rights of security holders

A listed entity should respect the rights of its security holders by providing them with appropriate information and facilities to allow them to exercise those rights effectively.

ASX Recommendation 6.1	Complying
A listed entity should provide information about itself and its governance to investors via its website.	Yes

The Board informs shareholders of all major developments affecting the Group's state of affairs as follows:

- placing all relevant announcements made to the market, on the Company's website after they have been released to ASX;
- publishing all corporate governance policies and charters adopted by the Board on the Company's website;



- releasing information provided to analysts or media during briefings to ASX and placing such information on the Company's website; and
- placing the full text of notices of meeting and explanatory material on the Company's website.

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

The Company communicates with its shareholders and investors by posting information on its website, and by encouraging attendance and participation of shareholders at general meetings. Investors are also able to provide feedback and seek further information about the Company via the website. Management or Directors additionally meet with shareholders from time to time upon request and respond to any enquiries they may make.

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

Shareholders will be encouraged to attend the Company's Annual General Meeting (**AGM**). The AGM is an opportunity for shareholders to hear the CEO / Chairman provide updates on the Company's performance, ask questions of the Board and vote on the various resolutions affecting the business. Shareholders will be given an opportunity to ask questions of the Company's auditors regarding the conduct of the audit and preparation and content of the auditor's report.

ASX Recommendation 6.4	Complying
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

Investors are able communicate with the Company electronically via the Company's website or by emailing the Company Secretary.

Investors are also able communicate with the Company's registry electronically by emailing the registry or via the registry's website.



#### Principle 7 - Recognise and manage risk

A listed entity should establish a sound risk management framework and periodically review the effectiveness of that framework.

ASX Recommendation 7.1	Com	plying
The board of a listed entity should:		
(a) have a committee or committees to oversee risk, each of which:	a.	Yes
(1) has at least three members, a majority of whom are independent directors; and	1.	Yes
(2) is chaired by an independent director,	2.	Yes
and disclose:		
(3) the charter of the committee;	3.	Yes
(4) the members of the committee; and	4.	Yes
(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	5.	Yes
(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.	b.	N/A

The Board has a formal Audit & Risk Management Committee comprising three members, Elana Rubin (Chair of the Committee), Michael Jefferies and Hatim Tyabji. The risk related role of the Audit & Risk Management Committee is to advise on the establishment and maintenance of a framework of internal controls and appropriate ethical standards for the management of the Company.

The Company's Audit & Risk Management Committee comprises Elana Rubin (Chair of the Committee), Michael Jefferies and Hatim Tyabji. Elana Rubin and Hatim Tyabji are independent Non-Executive Directors, while Michael Jefferies is temporarily not considered to be an independent Director to his role as Acting CEO.

The Audit & Risk Management Committee's functions and powers are formalised in a Charter and is posted on the Website.

The number of times that the Audit & Risk Management Committee met throughout the financial year and the individual attendances of the members at those meetings, and the relevant qualifications and experience of the Audit & Risk Management Committee members are disclosed in the Company's Annual Report.

ASX Recommendation 7.2	Complying
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	a. Yes
continues to be sound; and	b. Yes
(b) disclose, in relation to each reporting period, whether such a review has taken place.	

The Company has established policies and procedures to identify, assess and manage all material business and operational risks. The Board has responsibility for monitoring risk oversight and ensures that the Chief Executive Officer and the Chief Financial Officer (or equivalent) report on the status of business risks through risk management programs aimed at ensuring risks are identified, assessed and appropriately managed. In addition, the Board reviews the risk management framework and policies of the Company, and is satisfied that management has developed and implemented a sound system of risk management and internal control.

The Board oversees policies on risk assessment and management.



ASX Recommendation 7.3	Con	nplying
A listed entity should disclose:		
(a) if it has an internal audit function, how the function is structured and what role it performs; or	a.	Yes
(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.	b.	Yes

The Company does not currently have a formal internal audit function however management reviews the Group's major business units, organisational structure and accounting controls and processes on a regular basis and reports accordingly to the Board; the Board is satisfied that the processes in place to identify the Group's material business risks are appropriate and that these risks are being effectively managed.

The Group's risk management processes continue to be monitored and reported against on an ongoing basis.

A description of the Group's risk management policy and internal compliance and control systems is available on the Website.

ASX Recommendation 7.4	Complying
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.	Yes

The Group's operations are not subject to any significant environmental regulations under the Commonwealth or State legislation.

The Directors believe that the Group has adequate systems in place for the management of its environmental requirements and are not aware of any breach of those environmental requirements as they apply to the Group.

The Company has disclosed any material exposure to economic, environmental and social sustainability risk and how it manages any such risks, in its 2016 Annual Report. The Company's 2016 Annual Report is available on the Website.

## Principle 8 – Remunerate fairly and responsibly

A listed entity should pay director remuneration sufficient to attract and retain high quality directors and design its executive remuneration to attract, retain and motivate high quality senior executives and to align their interests with the creation of value for security holders.

ASX Recommendation 8.1	Com	plying
The board of a listed entity should:		
<ul><li>(a) have a remuneration committee which:</li><li>(1) has at least three members, a majority of whom are independent directors; and</li><li>(2) is chaired by an independent director,</li></ul>	a. 1. 2.	Yes  Temporarily not complying  Temporarily not complying
and disclose:		V
(2) the charter of the committee.	3.	Yes
(3) the charter of the committee;	4.	Yes
(4) the members of the committee; and	5.	Yes
(5) as at the end of each reporting period, the number of times the committee met through the period and the individual attendances of the members at those meetings; or	out	

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(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 Remuneration & Nomination Committee.

The Remuneration & Nomination Committee is comprised of three members, being Michael Jefferies (Chair of the Committee), Duncan Saville and Hatim Tyabji. Having regard to the Board's charter that in turn is based upon the indicia in Box 2.3 in the Recommendations, the Board considers Hatim Tyabji to be independent. Duncan Saville is not considered to be independent due to his association with a major security holder in the Company.

Ordinarily the Company would be compliant with the recommendations that its Remuneration & Nominee Committee consist of a majority of independent Directors and be chaired by an independent Director, as Michael Jefferies would generally be considered to be an independent Director. However, following the passing of Adrian Cleeve on 8 November 2016, Michael Jefferies was temporarily appointed to the role of Acting CEO. As Acting CEO, Michael Jefferies is not considered to be independent or a Non-Executive Director. The Company expects to revert back to full compliance with this recommendation on the appointment of a new CEO.

The remuneration related role of the Remuneration & Nomination Committee is to review and make recommendations to the Board on remuneration packages and practices applicable to the Chief Executive Officer, Senior Executives and Directors themselves. This role also includes responsibility for share option schemes incentive performance packages and retirement and termination entitlements. Remuneration levels are competitively set to attract the most qualified and experienced Directors and Senior Executives. The Remuneration Committee may obtain independent advice on the appropriateness of remuneration packages.

The Remuneration Committee's functions and powers are formalised in a Charter and is posted on the Group's website.

The number of times that the Remuneration Committee met throughout the financial year and the individual attendances of the members at those meetings are disclosed in the Company's Annual Report.

ASX Recommendation 8.2	Complying
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

Details of the Directors and Key Senior Executives remuneration are set out in the Remuneration Report of the Annual Report. The structure of Non-Executive Directors' remuneration is distinct from that of executives and is further detailed in the Remuneration Report of the Annual Report.

ASX Recommendation 8.3	Complying
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	a. Yes b. Yes
(b) disclose that policy or a summary of it.	

The Company has adopted a Long Term Incentive Plan (**LTIP**) to assist in the motivation, retention and reward of senior executives. The LTIP is designed to align the interests of senior executives more closely with the interests of shareholders by providing an opportunity for senior executives to receive an equity interest in the Company through the granting of securities, the vesting of which is subject to satisfaction of certain performance or time-based conditions.

A copy of the LTIP rules were lodged with ASX on 31 March 2015.

Participants in the LTIP are not permitted to hedge or otherwise limit the economic risk of participating in the LTIP.

In addition, the Company has adopted a Securities Trading Policy which prohibits Directors and senior executives and other key management personnel and their closely related parties from entering into any arrangement that would have the effect of, directly

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or indirectly, granting any form of security (whether by way of charge, mortgage, pledge or otherwise) over any Company securities which are unvested or subject to a holding lock, to secure any obligation or enter into any margin lending arrangement involving the Company's securities.

A copy of the Company's Securities Trading Policy is available on the Website.