# **Appendix 4G**

# Key to Disclosures Corporate Governance Council Principles and Recommendation

Name of entity

EASTON INVESTMENTS LIMITED
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ABN/ARBN

### 48 111 695 357

Financial year ended

## 30 June 2014

Our corporate governance statement<sup>2</sup> for the above period above can be found at:<sup>3</sup>

these pages of our annual report:

this URL on our website:

www.eastoninvest.com/about/corporate-governance/

The Corporate Governance Statement is accurate and up to date as at 23rd September 2014 and has been approved by the board.

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

Date here: 23rd September 2014

Sign here:

### **Director/Company Secretary**

### Print name: Mark Licciardo

<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.

<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>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			
Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	WE have NOT followed the recommendation in full for the whole of the period above. We have disclosed
PRIN	CIPLE 1 - LAY SOLID FOUNDATIONS FOR	MANAGEMENT AND OVERSIGHT	
1.1	<ul> <li>A listed entity should disclose:</li> <li>(a) the respective roles and responsibilities of its board and management; and</li> <li>(b) those matters expressly reserved to the board and those delegated to management.</li> </ul>	<ul> <li> the fact that we follow this recommendation:         <ul> <li>in our Corporate Governance Statement OR</li> <li>at this location:</li> </ul> </li> <li>Insert location here         <ul> <li>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)</li> <li>at this location:</li> </ul> </li> <li>Insert location here</li> </ul>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>
1.2	<ul> <li>A listed entity should:</li> <li>(a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director; and</li> <li>(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.</li> </ul>	<ul> <li> the fact that we follow this recommendation:</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at this location:</li> </ul>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable.</li> </ul>
1.3	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 <u>OR</u> ☐ at this location: <u>Insert location here</u>	<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>

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	WE have NOT followed the recommendation in full for the whole of the period above. We have disclosed
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.	<ul> <li> the fact that we follow this recommendation:</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at this location:</li> </ul>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable.</li> </ul>
1.5	<ul> <li>A listed entity should:</li> <li>(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;</li> <li>(b) disclose that policy or a summary of it; and</li> <li>(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:</li> <li>(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</li> <li>(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.</li> </ul>	the fact that we have a diversity policy that complies with paragraph (a):      in our Corporate Governance Statement OR     at this location: <i>Insert location here</i> and a copy of our diversity policy or a summary of it:     at this location: <i>Insert location here</i> 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: <i>Insert location here</i> and the information referred to in paragraphs (c)(i) or (2):     in our Corporate Governance Statement OR     at this location: <i>Insert location here</i> and the information referred to in paragraphs (c)(i) or (2):     in our Corporate Governance Statement OR     at this location: <i>Insert location here</i> and the information referred to in paragraphs (c)(i) or (2):     in our Corporate Governance Statement OR     at this location: <i>Insert location here</i> and the information referred to in paragraphs (c)(i) or (2):     in our Corporate Governance Statement OR     at this location: <i>Insert location here</i> and the information referred to in paragraphs (c)(i) or (2):	<ul> <li>Image: Second state is a second state of the image is a second state of the ima</li></ul>

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	WE have NOT followed the recommendation in full for the whole of the period above. We have disclosed	
1.6	<ul> <li>A listed entity should:</li> <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, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</li> </ul>	the evaluation process referred to in paragraph (a):  in our Corporate Governance Statement <u>OR</u> at this location: <i>Insert location here</i> and the information referred to in paragraph (b):  in our Corporate Governance Statement <u>OR</u> at this location: <i>Insert location here Insert location here</i>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable.</li> </ul>	
1.7	<ul> <li>A listed entity should:</li> <li>(a) have and disclose a process for periodically evaluating the performance of its senior executives; and</li> <li>(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</li> </ul>	<ul> <li> the evaluation process referred to in paragraph (a):</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at this location:</li> <li>Insert location here</li> <li> and the information referred to in paragraph (b):</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at this location:</li> <li>Insert location here</li> </ul>	<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>	

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	WE have NOT followed the recommendation in full for the whole of the period above. We have disclosed
PRINCIPLE	2 - STRUCTURE THE BOARD TO ADD VAL	UE	
2.1 The I (a) 1 2 3 4	<ul> <li>board of a listed entity should:</li> <li>have a nomination committee which:</li> <li>has a least three members, a majority of whom are independent directors; and</li> <li>is chaired by an independent director, and disclose:</li> <li>the charter of the committee;</li> <li>the members of the committee; and</li> <li>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: <u>OR</u></li> </ul>	UE         [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 the copy of the charter of the committee:         □ at this location:         Insert location here         and the information referred to in paragraphs (4) and (5):         □ in our Corporate Governance Statement OR         □ at this location:         Insert location here         and the information referred to in paragraphs (4) and (5):         □ 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 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         □ in our Corporate Governance Statement OR	<ul> <li></li></ul>
		Insert location here	

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	WE have NOT followed the recommendation in full for the whole of the period above. We have disclosed	
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 <u>OR</u> ☐ at this location: <u>Insert location here</u>	<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>	
2.3	<ul> <li>A listed entity should disclose:</li> <li>(a) the names of the directors considered by the board to be independent directors;</li> <li>(b) if a director has an interest, position, association or relationship of the type described in Box 2.3 of the ASX Corporate Governance Principles and Recommendations 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</li> <li>(c) the length of service of each director.</li> </ul>	the names of the directors considered by the board to be independent directors:         ☑ in our Corporate Governance Statement OR         ☐ at this location: <i>Insert location here</i> where applicable, the information referred to in paragraph (b):         ☑ in our Corporate Governance Statement OR         ☐ at this location: <i>Insert location here</i> the length of service of each director:         ☑ in our Corporate Governance Statement OR         ☐ at this location: <i>Insert location here</i> the length of service of each director:         ☑ in our Corporate Governance Statement OR         ☐ at this location: <i>Insert location here</i> the length of service of each director:         ☑ in our Corporate Governance Statement OR         ☐ at this location: <i>Insert location here</i>	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 <u>OR</u> 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>	

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	WE have NOT followed the recommendation in full for the whole of the period above. We have disclosed	
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 <u>OR</u> ☐ at this location: 	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>	
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 <u>OR</u> 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>	
PRIN	PRINCIPLE 3 – ACT ETHICALLY AND RESPONSIBLY			
3.1	A listed entity should:	our code of conduct or a summary of it:	□ an explanation why that is so in our	

•••			
	(a) have a code of conduct for its directors, senior	☐ in our Corporate Governance Statement OR	Corporate Governance Statement
	executives and employees; and	⊠ at this location:	
	(b) disclose that code or a summary of it.	http://www.eastoninvest.com/about/corporate-governance/	
		Insert location here	

### PRINCIPLE 4 - SAFEGUARD INTEGRITY IN CORPORATE REPORTING

4.1	<ul> <li>The board of a listed entity should:</li> <li>(a) have an audit committee which: <ol> <li>has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</li> <li>is chaired by an independent director, who is not the chair of the board;</li> <li>and disclose: <ol> <li>the charter of the committee;</li> <li>the relevant qualifications and experience of the members of the committee; and</li> <li>in relation to each reporting period, the number of times the committee met.</li> </ol> </li> </ol></li></ul>	Image: a this location:         Insert location here         and a copy of the charter of the committee:         Image: a this location:	☑ an explanation why that is so in our Corporate Governance Statement
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		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
	<ul> <li>throughout the period and the individual attendances of the members at those meetings; <u>OR</u></li> <li>(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.</li> </ul>	and the information referred to in paragraphs (4) and (5):  in our Corporate Governance Statement OR  at this location: <i>Insert location here</i> [If the entity complies with paragraph (b):] the fact that we do not have an audit committee and the processes we employ that independently verify and safeguard the integrity of our corporate reporting, including the processes for the appointment an removal of the external auditor and the rotation of the audit engagement partner:  in our Corporate Governance Statement OR  Insert location: <i>Insert location here</i>	
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 <u>OR</u> ☐ at this location: <i>Insert location here</i>	□ an explanation why that is so in our Corporate Governance Statement

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

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

5.1	A listed entity should:	our continuous disclosure compliance policy or a summary of it:	an explanation why that is so in our Corporate Governance Statement
	<ul> <li>(a) have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and</li> <li>(b) disclose that policy or a summary of it.</li> </ul>	<ul> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at this location: http://www.eastoninvest.com/about/corporate-governance/</li> </ul>	
		Insert location here	

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

6.1	A listed entity should provide information about itself and its governance to investors via its website.	information about us and our governance on our website: at this location: <u>http://www.eastoninvest.com/about/corporate-governance/</u> Insert location here	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 <u>OR</u> ☐ at this location: <i>Insert location here</i>	an explanation why that is so in our Corporate Governance Statement

	orate Governance Council mmendation	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
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: Image: Sec	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity that does not hold an annual general meeting and this recommendation is therefore not applicable</li> </ul>
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.	Insert location here         the fact that we follow this recommendation:         Image: Statement Insert Corporate Governance Statement Insert location here         Image: Insert location here	an explanation why that is so in our Corporate Governance Statement
PRIN	ICIPLE 7 – RECOGNISE AND MANAGE RIS	K	
7.1	<ul> <li>The board of a listed entity should:</li> <li>(a) have a committee or committees to oversee risk, each of which: <ul> <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; <u>OR</u></li> </ul> </li> <li>(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.</li> </ul>	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:         Insert location here        and the information referred to in paragraphs (4) and (5):         in our Corporate Governance Statement OR         Insert location here        and the information referred to in paragraphs (4) and (5):         in our Corporate Governance Statement OR         Insert location here        and the information referred to in paragraphs (4) and (5):         Insert location here        and the information referred to in paragraphs (4) and (5):         Insert location:         Insert location here	I∑ an explanation why that is so in our Corporate Governance Statement

	orate Governance Council nmendation	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
		<ul> <li>[If the entity complies with paragraph (b):]</li> <li>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:</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at this location:</li> </ul>	
7.2	<ul> <li>The board or a committee of the board should:</li> <li>(a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound; and</li> <li>(b) disclose, in relation to each reporting period, whether such a review has taken place.</li> </ul>	<ul> <li> the fact that we follow this recommendation:</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at this location:</li> </ul>	☑ an explanation why that is so in our Corporate Governance Statement
7.3	<ul> <li>A listed entity should disclose:</li> <li>(a) if it has an internal audit function, how the function is structured and what role it performs; <u>OR</u></li> <li>(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 risk management and internal control processes.</li> </ul>	[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 evaluation 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

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	WE have NOT followed the recommendation in full for the whole of the period above. We have disclosed
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.	<ul> <li>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:</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at this location:</li> </ul>	an explanation why that is so in our Corporate Governance Statement

### PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY

8.1	<ul> <li>The board of a listed entity should:</li> <li>(a) have a remuneration committee which: <ul> <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; <u>OR</u></li> </ul> </li> <li>(b) if it does not have a remuneration committee, disclose that fact and the</li> </ul>	[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: <u>www.eastoninvest.com</u> /about/corporate-governance <i>Insert location here</i> and a copy of the charter of the committee: □ at this location: <u>www.eastoninvest.com</u> /about/corporate-governance	<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>
	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.	[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:	

	orate Governance Council mmendation	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	
		<ul> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at this location:</li> </ul> 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.	<ul> <li> separately our remuneration policies and practices regarding the remuneration non-executive directors and the remuneration of executive directors and other senior executives:         <ul> <li>in our Corporate Governance Statement OR</li> <li>x at this location:</li> <li>http://www.eastoninvest.com//about/corporate-governance / /</li></ul></li></ul>	<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>	
8.3	<ul> <li>A listed entity which has an equity-based remuneration scheme should:</li> <li>(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</li> <li>(b) disclose that policy or a summary of it.</li> </ul>	<ul> <li> our policy on this issue or a summary of it:</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at this location:</li> </ul>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>	



### **Corporate Governance Statement**

The Board of Directors of Easton Investments Limited (the Company or EAS) is responsible for the corporate governance of the Company and its subsidiaries (the "Group"). The Board guides and monitors the business and affairs the Company including its subsidiaries, on behalf of the shareholders by whom they are elected and to whom they are accountable.

The table below summarises the Company's compliance with the Third Edition of the ASX Corporate Governance Council's Principles and Recommendations (CGPR).

	Corporate Governance Council Recommendation	Compliance	Disclosure
1.1	<ul> <li>A listed entity should disclose:</li> <li>(a) the respective roles and responsibilities of its board and management; and</li> <li>(b) those matters expressly reserved to the board and those delegated to management.</li> </ul>	Complies	<ul> <li>The Board of Directors together with the management team, are collectively experienced in the management of listed companies and the funds and wealth management business.</li> <li>The Board is responsible for providing strategic guidance and for contributing to the development of the corporate strategy and performance objectives, including: <ul> <li>the implementation of a business strategy;</li> <li>the annual budget;</li> <li>monitoring the Company's financial performance;</li> <li>meeting its regulatory reporting obligations;</li> <li>approving and monitoring the progress of existing investments, capital management and acquisitions and disposals of investment assets; and</li> <li>ensuring that appropriate management processes and procedures are in place to achieve these objectives.</li> </ul> </li> <li>The Board appoints the Chairman, Managing Director(s) and Company Secretary.</li> <li>The Board has delegated to the Joint Managing Directors the authority to manage and control the day to day affairs of the Group and the implementation of the corporate strategy.</li> </ul>
1.2	<ul> <li>A listed entity should:</li> <li>(a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director; and</li> </ul>	Complies	<ul> <li>(a) The board is responsible for ensuring it is comprised of individuals who are best able to discharge the responsibilities of directors having regard to the law and the best standards of governance.</li> <li>(b) This will necessarily include undertaking background and other checks before appointing a person or putting them forward to security holders as a candidate for election as a director,</li> </ul>

#### PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT

	(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.		as well as providing all material information relevant to a decision for election as a director. The qualifications, experience and special responsibilities of the Board members are set out in the Annual Report. At the forthcoming AGM to be held in 2014 Mr Scarcella who was appointed to the Board as a causal vacancy will stand for election along with Mr Hayes who was appointed to the Board on the 19 March 2013. Pursuant to Listing Rule 14.4 only one managing director is entitled not to be subject to re-election and the Board has resolved that Mr Hayes and Mr White will alternate this entitlement.
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	Complies	The directors have received a letter agreement setting out the terms of their appointment.
1.4	The company secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.	Complies	The Board has appointed an experienced Company Secretary who is directly accountable to the Board.
1.5	<ul> <li>A listed entity should:</li> <li>(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;</li> <li>(b) disclose that policy or a summary of it; and</li> <li>(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:</li> <li>(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</li> </ul>	Does not Comply	The Group has adopted a Diversity Policy, a copy of which is available on the Company's website. The Company does not presently have set targets for the representation of women employees in senior executive positions or on the Board. Due to the Company's size and relatively new Board structure, EAS does not propose the implementation of measurable objectives at this stage of its development The Company is not a relevant employer under the Workplace Gender Equality Act.

	(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.		
1.6	<ul> <li>A listed entity should:</li> <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, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</li> </ul>	Does not comply	<ul> <li>The performance of directors will be assessed and reviewed by the board. To determine whether it is functioning effectively, the board shall: <ul> <li>review its Corporate Governance Charter annually; and</li> <li>perform an evaluation of the board's performance at intervals considered appropriate.</li> </ul> </li> <li>The board is responsible for undertaking an annual performance evaluation of itself and its members in light of the Company's Corporate Governance Charter. The board will review its performance by discussion and by individual communication with the Chairman and by reference to generally accepted board performance standards.</li> </ul> Given the recent changes to the composition of the Board, a review was not undertaken during the reporting period to which the Annual Report relates, however it is expected that an assessment of the Board's performance will be completed during the 2015 financial year.
1.7	<ul> <li>A listed entity should:</li> <li>(a) have and disclose a process for periodically evaluating the performance of its senior executives; and</li> <li>(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</li> </ul>	Complies	The Joint Managing Directors are responsible for evaluating the performance of senior executives against performance indicators established for senior management. The Board is responsible for evaluating the performance of the Joint Managing Directors against set criteria. Given Mr Hayes' recent appointment his performance has not been evaluated in the year under review. The Board and its Committees are governed by their respective Charters which are available on the Company's website.

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

	2.1	<ul> <li>The board of a listed entity should:</li> <li>(a) have a nomination committee which: <ol> <li>has at least three members, a majority of whom are independent directors; and</li> </ol> </li> </ul>		The board does not have and does not intend to establish such a committee while it feels this would be inefficient given the Company's size and nature. It would not serve to add any greater protection or enhance the interest of shareholders. The Board as a whole considers matters normally considered by a Nomination Committee including:- <ul> <li>changes believed to be desirable to the size and composition of the Board;</li> </ul>
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	<ul> <li>2. is chaired by an independent director, and disclose the charter of the committee; and</li> <li>3. 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: <u>OR</u></li> <li>(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.</li> </ul>		<ul> <li>individuals for nomination as members of the Board;</li> <li>the process for the election of the Chairman of the Board; and</li> <li>review on a regular and continuing basis, succession planning for the Chairman of the Board.</li> </ul>
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.	Does not comply	The Company supports the appointment of Directors who bring a wide range of business and professional skills and experience. While the Company does not have or disclose a formal skills matrix it does consider directors attributes prior to any appointment. The qualifications, skills, experience and expertise relevant to the position of Director held by each Director in office at the date of the annual report and their attendance at Board and Committee meetings is included in the Annual Report.
2.3	<ul> <li>A listed entity should disclose:</li> <li>(a) the names of the directors considered by the board to be independent directors;</li> <li>(b) if a director has an interest, position, association or relationship of the type described in Box 2.3 of the ASX Corporate Governance Principles and Recommendations 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</li> </ul>	Complies with a)	The Board is comprised of four Directors and does not comply with the best practice recommendation that Boards contain a majority of independent Non-executive Directors. Rodney Green – Chairman, independent Non-executive Director – appointed 26/04/12 Carl Scarcella – independent Non-executive Director – appointed 15/05/14

	and an explanation of why the board is of that opinion; and (c) the length of service of each director.		
2.4	A majority of the board of a listed entity should be independent directors.	Does not comply	The Board is comprised of four Directors of which two are independent and therefore, does not comply with the best practice recommendation that Boards contain a majority of independent Non-executive Directors.
2.5	The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.	Complies	Rodney Green as Chairman of the Board is considered independent. In accordance with the CGC's "Corporate Governance Principles and Recommendations", the recommendation that no independent Director holds more than 5% of the total shares on issue or that there is no material interest in the Company that would impair independence has been met by all independent Directors.
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.	Does not comply	Due to the Board's relatively small size, the Company has an informal induction process. New Directors are fully briefed about the nature of the business, current issues, the corporate strategy and the expectations of the Company concerning performance of Directors. Directors receive a formal letter of appointment setting out the key terms and conditions and corporate expectations relevant to that appointment. Directors are given access to continuing education opportunities to update and enhance their skills and knowledge.

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	3.1	<ul> <li>A listed entity should:</li> <li>(a) have a code of conduct for its directors, senior executives and employees; and</li> <li>(b) disclose that code or a summary of it.</li> </ul>	Complies	The Company and the Board promotes ethical and responsible decision making and has a code of conduct. This is communicated to management and requires staff to adhere to the core values, together with a number of other key attributes that have been identified as being imperative to the success of the Company.
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4.1	<ul> <li>The board of a listed entity should:</li> <li>(a) have an audit committee which: <ol> <li>has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</li> <li>is chaired by an independent director, who is not the chair of the board;</li> <li>and disclose:</li> <li>the charter of the committee;</li> <li>the relevant qualifications and experience of the members of the committee; and</li> <li>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 meeting; OR</li> </ol> </li> <li>(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</li> </ul>	Does not comply	At the date of this report, the Company has established an Audit and Risk Committee which plays a key role in assisting the Board of Directors with its responsibilities relating to accounting, developing internal control systems, reporting practices, risk management and ensuring the independence of the Company Auditor. The Charter for this Committee incorporates policies and procedures to ensure an effective focus from an independent perspective. Members of the Committee are: Carl Scarcella – Chairman, independent Non-executive Director Rodney Green – independent Non-executive Director At the date of this report, due to the change in the size and composition of the Board during the year, the Audit and Risk Committee only had two members which did not meet the recommendations of having at least three members. The Board have considered this departure from the CGPR and are content that the Committee still provides a valuable forum for the external auditor to raise any issues it may have. The Audit and Risk Committee works within the framework of the Audit and Risk Committee Charter adopted by the Board. The Audit and Risk Committee includes in its Charter a review of the effectiveness of administrative, operating and accounting controls. Details of the Directors' qualifications and their membership and attendance at Audit and Risk Committee meetings are set out in the Directors' Report contained in the annual report. A copy of the Audit and Risk Committee Charter is available on the Company's website.
4.2	audit engagement partner. 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	Complies	Following a recommendation by the Committee to the Board of Directors to approve the annual and half year financial accounts, the Joint Managing Directors and Chief Financial Officer state in writing to the Board that the Company's Financial Reports present a true and fair view, in all material respects, of the Company's financial condition and operational results and are in accordance with relevant accounting standards; and that this statement is founded on a sound system of risk management and internal compliance and control which implements the policies adopted by the Board.

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

	internal control which is operating effectively.		
4.3	A listed entity that has an AGM should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.	·	The external auditors are requested to attend the Annual General Meeting and are available to answer shareholders' questions about the conduct of the audit and preparation of the Auditor's Report.

### PRINCIPLE 5 - MAKE TIMELY AND BALANCED DISCLOSURE

5.1	<ul> <li>A listed entity should:</li> <li>(a) have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and</li> <li>(b) disclose that policy or a summary of it.</li> </ul>	Complies	EAS's Communications Policy is designed to promote transparency and investor confidence and ensure that all interested parties have an equal opportunity to obtain information which is issued by EAS. The Company is committed to complying with the continuous disclosure obligations contained in the Listing Rules of the Australian Securities Exchange (ASX) and under the Corporations Act, and ensuring that all shareholders and the market have an equal opportunity to obtain and review full and timely information about EAS's securities.
			Disclosure of such price-sensitive information to the ASX must not be delayed and is disclosed, in the first instance, to the ASX and only after receiving confirmation that a release of this disclosure has been made to the market will it then be placed on the Company's website, <u>www.eastoninvest.com</u> . Material information must not be selectively disclosed (i.e. to analysts, the media or shareholders) prior to being announced to the ASX, and all media releases must be referred to the Chairman or Joint Managing Directors for approval prior to any announcement.

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

6.1	A listed entity should provide information about itself and its governance to investors via its website.	Complies	The Company's website, <u>www.eastoninvest.com</u> , has dedicated Investors and News sections and endeavours to publish on the website all important company information and relevant announcements made to the market.
6.2	A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.		<ul> <li>The Company is committed to:</li> <li>ensuring that shareholders and the financial markets are provided with full and timely information about the Company's activities in a balanced and understandable way through the annual and half yearly reports, ASX releases, general meetings and the Company's website;</li> <li>complying with continuous disclosure obligations contained in the applicable ASX Listing Rules and the Corporations Act in Australia; and</li> <li>encouraging shareholder participation at general meetings.</li> </ul>
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.		The board encourages full participation of shareholders at the Company's annual general meetings and any general meetings to ensure a high level of accountability and identification with the Company's strategy. The external auditor will also be invited to attend the annual general meeting of shareholders and will be available to answer any questions concerning the conduct, preparation and content of the auditor's report.

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 Company's registrar, Computershare, provides the option for shareholders to receive and send communications electronically. Shareholders are encouraged to create an online account at <a href="https://www-au.computershare.com/investor">https://www-au.computershare.com/investor</a> .

PRIN	CIPLE 7 – RECOGNISE AND MANAGE RISK		
7.1	<ul> <li>The board of a listed entity should:</li> <li>(a) have a committee or committees to oversee risk, each of which: <ul> <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; <u>OR</u></li> <li>(6) 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.</li> </ul> </li> </ul>	Does not comply	The Board of the Company takes a proactive approach to the Group's risk management and internal compliance and control system. This function is monitored by the Audit and Risk Committee. The Audit and Risk Committee is responsible for ensuring that risks and mitigation of these risks are identified on a timely basis and that the Group's objectives and activities are aligned with the risks and opportunities identified by the Committee and the Board of Directors. At the date of this report, due to the change in the size and composition of the Board during the year, the Audit and Risk Committee only had two members which did not meet the recommendations of having at least three members. A summary of attendance is included in the Annual Report. A copy of the Audit and Risk Committee Charter is available on the Company's website.
7.2	<ul> <li>The board or a committee of the board should:</li> <li>(a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound; and</li> <li>(b) disclose, in relation to each reporting period, whether such a review has taken place.</li> </ul>	Does not comply	The Company has undertaken to critically analyse its current policy on risk oversight and management designed to promote a culture of risk control throughout the Company. The board intends to review and oversee the operation of systems of risk management at least annually to ensure that the significant risks facing the Company are identified, that appropriate control, monitoring and reporting mechanisms are in place and that risk is appropriately dealt with, and to liaise with the Manager to identify and manage risk. Due to the change in directorate and the intensive business simplification program it has been decided to review the risk management framework in the first quarter of the Financial Year beginning 1 July 2014.

7.3	<ul> <li>A listed entity should disclose:</li> <li>(a) if it has an internal audit function, how the function is structured and what role it performs; <u>OR</u></li> <li>(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 risk management and internal control processes.</li> </ul>	Does not comply	As a small company, the Company does not have an internal audit function. The board works closely with the Management Team to identify and manage operational, financial and compliance risks which could prevent the Company from achieving its objectives.
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.	Complies	A summary of risks including Market price, currency, interest rate, credit, liquidity and fair value are included in Note 32 in the Annual Report.

#### PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY

8.1	<ul> <li>The board of a listed entity should:</li> <li>(a) have a remuneration committee which:</li> <li>(1) has at least three members, a majority of whom are independent</li> </ul>	Complies	At the date of this report, the Company has a Remuneration Committee which is responsible for determining and reviewing compensation arrangements for the Board, Joint Managing Directors and employees.
	directors; and (2) is chaired by an independent		The Remuneration Committee is currently comprised of Rodney Green (Chair), Carl Scarcella and Kevin White and meets the best practices guidelines.
	director, and disclose:		Specifically, the Committee will monitor and review:
	<ul><li>(3) the charter of the committee;</li><li>(4) the members of the committee; and</li></ul>		<ul> <li>the remuneration arrangements for the Chairman and sets parameters within which the Chairman will review arrangements for other Directors and the Joint Managing Directors;</li> </ul>
	(5) as at the end of each reporting period, the number of times the		<ul> <li>the remuneration policies, personnel practices and strategies of the Company generally; and</li> </ul>
	committee met throughout the period and the individual		any employee incentive schemes.
	attendances of the members at those meetings; <u>OR</u>		The Board is responsible for performance evaluation of the members of the Board and key executives against both measurable and qualitative indicators.
	(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 Committee's duties during the period under review were performed by the Board as a whole with several discussions held during Board meetings on remuneration arrangements and policies. As a result, the Committee, although in operation for the period under review, did not meet during this period.
8.2	A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.	Complies	The details of the remuneration paid to Directors and Officers is included in the Remuneration Report of this annual report.
8.3	<ul> <li>A listed entity which has an equity-based remuneration scheme should:</li> <li>(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</li> <li>(b) disclose that policy or a summary of it.</li> </ul>	Does not comply	The Easton Employee Share Ownership Plan does not currently 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. The matter is under review.

The Company's corporate governance practices were in place for the financial year ended 30 June 2014 and to the date of signing the Directors' Report.

Various corporate governance practices are discussed within this statement. For further information on corporate governance policies adopted by the Company, refer to our website: www. eastoninvest.com