

Corporate Governance Statement

The Company is committed to implementing the highest standards of corporate governance. In determining what those high standards should involve the Company has considered the ASX Corporate Governance Council's *Principles of Good Corporate Governance and Recommendations*.

In line with the above, the Board has set out the way forward for the Company in its implementation of its Principles of Good Corporate Governance and Recommendations. The approach taken by the board was to set a blueprint for the Company to follow as it introduces elements of the governance process. Due to the recent growth in size of the Company and the scale of its operations it has begun the process to adopt and update all of the recommendations approved via the board charter. Where the Company has not adhered to the recommendations it has stated that fact in this Corporate Governance Statement however has set out a mandate for future compliance along with the size of the Company and the scale of its operations warranting the introduction of these recommendations. Date of last review and Board approval: 28 August 2020.

Principle / Recommendation	Compliance	Reference	Commentary
Principle 1: Lay solid foundations for management and oversight			
<u>Recommendation 1.1</u> A listed entity should disclose: <ol style="list-style-type: none"> the respective roles and responsibilities of its board and management; and those matters expressly reserved to the board and those delegated to management. 	Yes	Board Charter & Corporate Code of Conduct, Website	<p>To add value to the Company the Board has been formed so that it has effective composition, size and commitment to adequately discharge its responsibilities and duties. The names of the Directors and their qualifications and experience have been stated in the Directors' Report of the 2020 Annual Report along with the term of office held by each of the Directors. Directors are appointed based on the specific skills required by the Company and on their decision-making and judgment. The Board's role is to govern the Company rather than to manage it. In governing the Company, the Directors must act in the best interests of the Company as a whole. It is the role of senior management to manage the Company in accordance with the direction and delegations of the Board and the responsibility of the Board to oversee the activities of management in carrying out those delegated duties.</p> <p>In carrying out its governance role, the main task of the Board is to drive the performance of the Company. The Board must also ensure that the Company complies with all of its contractual, statutory and any other legal obligations, including the requirements of any regulatory body. The Board has the final responsibility for the successful operations of the Company. To assist the Board carry out its functions, it has developed a Code of Conduct to guide the Directors.</p> <p>In general, the Board is responsible for, and has the authority to determine, all matters relating to the policies, practices, management and operations of the Company. It is required to do all things that may be necessary to be done in order to carry out the objectives of the Company.</p>



ABN 63 616 317 778

			<p>Without intending to limit this general role of the Board, the principal functions and responsibilities of the Board include the following.</p> <ul style="list-style-type: none">• <u>Leadership of the Organisation</u>: overseeing the Company and establishing codes that reflect the values of the Company and guide the conduct of the Board.• <u>Strategy Formulation</u>: to set and review the overall strategy and goals for the Company and ensuring that there are policies in place to govern the operation of the Company.• <u>Overseeing Planning Activities</u>: the development of the Company's strategic plan.• <u>Shareholder Liaison</u>: ensuring effective communications with shareholders through an appropriate communications policy and promoting participation at general meetings of the Company as well as ensuring timely and balanced disclosures of all material information concerning the Company that a reasonable person would expect to have a material effect on the price or value of the entity's securities.• <u>Monitoring, Compliance and Risk Management</u>: the development of the Company's risk management, compliance, control and accountability systems and monitoring and directing the financial and operational performance of the Company.• <u>Company Finances</u>: approving expenses and approving and monitoring acquisitions, divestitures and financial and other reporting along with ensuring the integrity of the Company's financial and other reporting.• <u>Human Resources</u>: reviewing the performance of Executive Officers and monitoring the performance of senior management in their implementation of the Company's strategy.• <u>Ensuring the Health, Safety and Well-Being of Employees</u>: in conjunction with the senior management team, developing, overseeing and reviewing the effectiveness of the Company's occupational health and safety systems to ensure the well-being of all employees.• <u>Delegation of Authority</u>: delegating appropriate powers to the Managing Director to ensure the effective day-to-day management of the Company and establishing and determining the powers and functions of the Committees of the Board.• Monitoring the effectiveness of the Company's corporate governance practices. <p>Full details of the Board's and Company Secretary's roles and responsibilities are contained in the Board Charter.</p>
--	--	--	--



ABN 63 616 317 778

<p><u>Recommendation 1.2</u> A listed entity should:</p> <p>a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director; and</p> <p>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.</p>	<p>Yes</p>	<p>Director Selection Procedure, Website</p>	<p>Proposed directors are considered for appointment based on their experience. Directors are appointed based on the specific governance skills required by the Company. Given the size of the Company and the business that it operates, the Company aims at all times to have at least one Director with experience appropriate to the Company's operations. The Company's current Directors all have relevant experience in operations. In addition, Directors should have the relevant blend of personal experience in accounting and financial management and director-level business experience.</p> <p>Each member of the Board is committed to spending sufficient time to enable them to carry out their duties as a Director of the Company.</p> <p>The Board recognises that Board renewal is critical to performance and the impact of Board tenure on succession planning. Each director other than the Managing Director, must not hold office (without re-election) past the third annual general meeting of the Company following the director's appointment or three years following that director's last election or appointment (whichever is the longer). However, a director appointed to fill a casual vacancy or as an addition to the Board must not hold office (without re-election) past the next annual general meeting of the Company. At each annual general meeting, a minimum of one director or one third of the total number of directors must resign. A director who retires at an annual general meeting is eligible for re-election at that meeting and re-appointment of directors is not automatic.</p> <p>The Board is responsible for implementing a program to identify, assess and enhance director competencies. In addition, the Board puts in place succession plans to ensure an appropriate mix of skills, experience, expertise and diversity are maintained on the Board.</p>
<p><u>Recommendation 1.3</u> A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.</p>	<p>Yes</p>	<p>Kept at registered office</p>	<p>The Company has entered into an agreement with each director setting out the terms of their appointment.</p> <p>Each director has a written agreement with the Company that covers all aspects of their appointment including term, time commitment required, remuneration, disclosure of interests that may affect independence, guidance on complying with the Company's corporate governance policies and the right to seek independent advice, indemnity and insurance arrangements, rights of access to the Company's information and ongoing confidentiality obligations.</p> <p>Each member of the Board is committed to spending sufficient time to enable them to carry out their duties as a Director of the Company.</p>



ABN 63 616 317 778

<p><u>Recommendation 1.4</u> 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.</p>	<p>Yes</p>	<p>Board Charter, Website</p>	<p>The Company Secretary works closely with the Board Chairman but is also available to each Board Member and each Board Member available to the Company Secretary.</p> <p>The Company Secretary is accountable to the Board. The Board relies on the Company Secretary for guidance on governance matters, monitoring of board policies, preparation of board papers and any other matters required by the Board.</p> <p>The duties provided by the Company Secretary are detailed in the agreement between the company and Mining Corporate Pty Ltd, the company providing company secretarial services.</p> <p>Full details of the Board and Company Secretary roles and responsibilities are contained in the Board Charter.</p>
<p><u>Recommendation 1.5</u> A listed entity should:</p> <ul style="list-style-type: none"> 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: 	<p>Partial</p>	<p>Diversity Policy, Website</p>	<p>The Company recognises and respects the value of diversity at all levels of the organisation. The board is committed to setting measurable objectives for attracting and engaging women at the board level, in senior management and across the whole organisation.</p> <p>The Diversity Policy is available on the Company's website.</p> <p>The Company has not set measurable objectives for gender diversity, but nevertheless recognises the benefits of gender diversity and has a commitment to address the current imbalance at the appropriate time.</p> <p>The Company recognises that diversity extends to matters of age, disability, ethnicity, marital/family status, religious/cultural background and sexual orientation. Where possible, the Company will seek to identify suitable candidates for positions from a diverse pool.</p>

<p>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</p> <p>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.</p>			
<p><u>Recommendation 1.6:</u> A listed entity should:</p> <p>a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</p> <p>b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>	Yes	Board Performance Evaluation Procedure, Website	<p>It is the policy of the Board to conduct evaluation of its performance. The objective of this evaluation is to provide best practice corporate governance to the Company.</p> <p>During the financial year an evaluation of the performance of the Board and its members was not formally carried out. However, a general review of the Board occurs on an on-going basis to ensure that structure and composition suitable to the Company's status as a listed entity are in place.</p> <p>As a result of the recent growth in the size and operations of the Company, the Board has begun the process to update and re-evaluate these evaluation procedures.</p>
<p><u>Recommendation 1.7:</u> A listed entity should:</p>	Yes	Board Performance Evaluation	<p>It is the policy of the Board to conduct evaluation of individuals’ performance. The objective of this evaluation is to provide best practice corporate governance to the Company. During the financial year an evaluation of the performance of the individuals was not formally carried out. However, a</p>



ABN 63 616 317 778

<p>a) have and disclose a process for periodically evaluating the performance of its senior executives; and</p> <p>b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>		<p>Procedure, Website</p>	<p>general review of the individuals occurs on an on-going basis to ensure that structures suitable to the Company's status as a listed entity are in place.</p>
<p>Principle 2: Structure the board to add value</p>			
<p><u>Recommendation 2.1</u> The board of a listed entity should:</p> <p>a) have a nomination committee which:</p> <ol style="list-style-type: none"> 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 	<p>Yes</p>	<p>Nomination Committee Charter, Website</p>	<p>The role of a Nomination Committee is to help achieve a structured Board that adds value to the Company by ensuring an appropriate mix of skills are present in Directors on the Board at all times.</p> <p>During 2020 financial year, the Company established a Nomination Committee, consisting of three Non-Executive directors, being Anthony James, Adrian Byass and Stewart Howe. The Chair of the Nomination Committee is Anthony James, an independent director. As it was only established half way through the year, the Nomination Committee did not meet during the 2020 financial year. The Committee held one meeting subsequent to the financial year end. All Committee members were present at the meeting.</p> <p>The responsibilities of the Nomination Committee (or the board convening as the Nomination Committee) include devising criteria for Board membership, regularly reviewing the need for various skills and experience on the Board and identifying specific individuals for nomination as directors for review by the Board. The Nomination Committee also oversees management succession plans including the Managing Director and his/her direct reports and evaluates the Board's performance and makes recommendations for the appointment and removal of directors. Matters such as remuneration, expectations, terms, the procedures for dealing with conflicts of interest and the availability of independent professional advice are clearly understood by all directors, who are experienced public company directors.</p> <p>In determining candidates for the Board, the Nomination Committee follows a prescribed process whereby it evaluates the mix of skills, experience and expertise of the existing Board. In particular, the Nomination Committee identifies the particular skills that will best increase the Board's effectiveness. Consideration is also given to the balance of independent directors. Potential</p>

<p>members at those meetings; or</p> <p>b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.</p>			<p>candidates are identified and, if relevant, the Nomination Committee recommends an appropriate candidate for appointment to the Board. Any appointment made by the Board is subject to ratification by shareholders at the next annual general meeting.</p>
<p><u>Recommendation 2.2</u> 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.</p>	<p>Yes</p>	<p>Skills Matrix (Internal document)</p>	<p>The skill areas of the board are relevant to the current operations of the company and collectively include project management; mining; geology; engineering; CEO/CFO/COO/MD experience; legal; corporate governance; risk management; strategy; accounting and finance; human resources, technology, marketing & public relations; health & safety; land access; traditional landholder negotiations; and community development.</p> <p>The Company has reviewed the skill set of its Board to determine where the skills lie and any relevant gaps in skills shortages.</p> <p>The Company will continue to reassess for any skills gaps on an ongoing basis and address them through the identification of suitable candidates and professional development.</p>
<p><u>Recommendation 2.3</u> A listed entity should disclose:</p> <p>a) the names of the directors considered by the board to be independent directors;</p> <p>b) if a director has an interest, position, association or relationship of the type described in Box 2.3 but the board is of the opinion that it</p>	<p>Yes</p>	<p>Board Charter, Website</p>	<p>The Company recognises the importance of Non-Executive Directors and the external perspective and advice that Non-Executive Directors can offer. An Independent Director:</p> <ol style="list-style-type: none"> 1. is a Non-Executive Director, and; 2. within the last three years has not been employed in an executive capacity by the Company or another group member, or been a Director after ceasing to hold any such employment; 3. within the last three years has not been a principal of a material professional adviser or a material consultant to the Company or another group member, or an employee materially associated with the service provided; 4. is not a material supplier or customer of the Company or another group member, or an officer of or otherwise associated directly or indirectly with a material supplier or customer;

<p>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</p> <p>c) the length of service of each director.</p>			<ol style="list-style-type: none"> 5. is not a substantial shareholder of the Company or an officer of, or otherwise associated directly with, a substantial shareholder of the Company; 6. has no material contractual relationship with the Company or other group member other than as a Director of the Company; 7. is free from any interest and any business or other relationship which could, or could reasonably be perceived to, materially interfere with the Director's ability to act in the best interests of the Company; 8. is free from any close family ties with any person who falls within the categories described above; and 9. has not served on the Board for a period which could, or could reasonably be perceived to, materially interfere with the Director's ability to act in the best interests of the Company. <p>Materiality for the purposes of points 1 to 9 above is determined on the basis of both quantitative and qualitative aspects with regard to the independence of Directors. An amount over 5% of the Company's expenditure or 10% of the particular directors annual gross income is considered to be material. A period of more than six years as a Director would be considered material when assessing independence.</p> <p>Messrs Adrian Byass, Jonathan Downes, Anthony James and Stewart Howe are Non-Executive Directors of the Company and meet the Company's criteria for independence. Mr Timothy Morrison is a Non-Executive Director of the Company, however does not meet the Company's criteria for independence. Mr Alexander Molyneux is a Managing Director of the Company does not meet the Company's criteria for independence. However, his experience and knowledge makes his contribution to the Board such that it is appropriate for him to remain on the Board.</p> <p>The length of service of each board member is:</p> <ol style="list-style-type: none"> 1. Adrian Byass (<i>appointed 7 December 2016</i>) 2. Jonathan Downes (<i>appointed 7 December 2016</i>) 3. Timothy Morrison (<i>appointed 12 July 2017</i>) 4. Alexander Molyneux (<i>appointed 1 September 2018</i>) 5. Anthony James (<i>appointed 15 October 2018</i>) 6. Stewart Howe (<i>appointed 26 November 2019</i>).
--	--	--	---



ABN 63 616 317 778

<p><u>Recommendation 2.4</u> A majority of the board of a listed entity should be independent directors.</p>	<p>Yes</p>	<p>N/A</p>	<p>The Board currently comprises a total of 6 directors, of whom 4 of Directors are independent. As such, independent Directors are currently an independent majority of the Board.</p> <p>The Board currently considers an independent majority of the Board to be appropriate given the nature and size of the Company and the related party/vendor stake of some directors. The Company will examine for independence and will change over time as required.</p> <ul style="list-style-type: none"> (a) the nature of the Company’s business, and its scale of activities, means the Company only needs, and can only commercially sustain, a small Board of (six) 6 Directors of whom (one) 1 is a senior executive/managing director; (b) the Company does not consider Directors need to be executive Directors for the Company to be effectively managed. The Company has appointed Chief Executive Officer/Managing Director and the Chief Financial Officer since the recent development of Company’s operations; (c) the Company considers it necessary, given its speculative scale activities, to attract and retain suitable Directors by offering Directors an interest in the Company; and (d) the Company considers it may be appropriate to provide remuneration to its Directors in the form of securities in order to conserve its limited cash reserves. <p>The Board will restructure once the Company changes from an exploration to the development stage. A review of the Board will be made to investigate the ideal Board structure as required.</p>
<p><u>Recommendation 2.5</u> 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.</p>	<p>Yes</p>	<p>N/A</p>	<p>Adrian Byass is the Chairman of the Company. He is an independent director and not the CEO/Managing Director.</p>
<p><u>Recommendation 2.6</u> 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</p>	<p>Yes</p>	<p>Director Induction Program (Internal documents)</p>	<p>It is the policy of the Company that each new Director undergoes an induction process in which they are given a full briefing on the Company. Where possible this includes meetings with key executives, tours of the premises, an induction package and presentations and relevant health and safety information.</p>

<p>knowledge needed to perform their role as directors effectively.</p>			<p>Information conveyed to new Directors includes:</p> <ul style="list-style-type: none"> • details of the roles and responsibilities of a Director; • formal policies on Director appointment as well as conduct and contribution expectations; • a copy of the Corporate Governance Statement, Charters, Policies and Memos and • a copy of the Constitution of the Company. <p>In order to achieve continuing improvement in Board performance, all Directors are encouraged to undergo continual professional development.</p>
<p>Principle 3: Act ethically and responsibly</p>			
<p><u>Recommendation 3.1</u> A listed entity should: a) have a code of conduct for its directors, senior executives and employees; and disclose that code or a summary of it.</p>	<p>Yes</p>	<p>Code of Conduct, Website</p>	<p>As part of its commitment to recognising the legitimate interests of stakeholders, the Company has established a Code of Conduct to guide compliance with legal and other obligations to legitimate stakeholders. These stakeholders include employees, clients, customers, government authorities, creditors and the community as whole.</p> <p>A copy of the Code of Conduct is published on the Company website.</p>
<p>Principle 4: Safeguard integrity in corporate reporting</p>			
<p><u>Recommendation 4.1</u> 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;</p>	<p>Yes</p>	<p>Audit Committee Charter, Website</p>	<p>During the financial year, the Audit Committee was established, consisting of Stewart Howe (Chair of the Audit and Risk Committee), Anthony James and Timothy Morrison. Messers Howe and James are independent Non-Executive Directors and Mr Morrison is a non-independent Non-Executive Director. The Audit Committee employs the processes and procedures as set out in the Audit Committee Charter. The responsibilities of the Audit Committee are published on the Company's website.</p> <p>The Audit and Risk Committee met one time during the financial year and all members were present at the meeting.</p>

<p>4) the relevant qualifications and 5) experience of the members of the committee; and 6) 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.</p>			
<p>Recommendation 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</p>	<p>Yes</p>	<p>Kept at the registered office</p>	<p>The Chairman and the Chief Financial Officer provide a declaration to the Board in accordance with section 295A of the Corporations Act for each financial report and assure the Board that such declaration is founded on a sound system of risk management and internal control and that the system is operating effectively in all material respects in relation to financial reporting risks.</p>

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.			
<u>Recommendation 4.3</u> 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	AGM	In accordance with Section 250RA for the Corporations Act 2001, the external auditor is required to attend every AGM for the purpose of answering questions from security holders relevant to the audit.
Principle 5: Make timely and balanced disclosure			
<u>Recommendation 5.1</u> A listed entity should: <ol style="list-style-type: none"> have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and disclose that policy or a summary of it. 	Yes	Continuous Disclosure Policy, Website	The Board has designated the Company Secretary as the person responsible for overseeing and coordinating disclosure of information to the ASX as well as communicating with the ASX. In accordance with the ASX Listing Rules the Company immediately notifies the ASX of information: <ol style="list-style-type: none"> concerning the Company that a reasonable person would expect to have a material effect on the price or value of the Company's securities; and that would, or would be likely to, influence persons who commonly invest in securities in deciding whether to acquire or dispose of the Company's securities. <p>A copy of the Company's Continuous Disclosure Policy is published on the website.</p>
Principle 6: Respect the rights of security holders			
<u>Recommendation 6.1</u> A listed entity should provide information about itself and its governance to investors via its website.	Yes	Shareholder Communication Policy, Website	The Company's website includes the following: <ul style="list-style-type: none"> Corporate Governance policies, procedures, charters, programs, assessments, codes and frameworks Names and biographical details of each of its directors and senior executives ASX announcements Copies of notices of meetings of security holders Media releases Overview of the Company's current business, structure and history Details of upcoming meetings of security holders

			<ul style="list-style-type: none"> • Summary of the terms of the securities on issue • Historical market price information of the securities on issue • Contact details for the share registry and media enquiries
<p><u>Recommendation 6.2</u> A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.</p>	Yes	Continuous Disclosure and Shareholder Communication Policy, Website	<p>The Company respects the rights of its shareholders and to facilitate the effective exercise of those rights the Company is committed to:</p> <ul style="list-style-type: none"> • communicating effectively with shareholders through releases to the market via ASX, information mailed to shareholders and the general meetings of the Company; • giving shareholders ready access to balanced and understandable information about the Company and corporate proposals; • requesting the external auditor to attend the annual general meeting and be available to answer shareholder questions about the conduct of the audit and the preparation and content of the auditor's report of future Annual Reports. <p>The Company also makes available a telephone number and email address for shareholders to make enquiries of the Company.</p>
<p><u>Recommendation 6.3</u> A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.</p>	Yes	Continuous Disclosure and Shareholder Communication Policy, Website	<p>The Company respects the rights of its shareholders and to facilitate the effective exercise of those rights the Company is committed to making it easy for shareholders to participate in general meetings of the Company and ensuring the attendance of the external auditor at the annual general meeting to answer shareholder questions about the conduct of the audit and the preparation and content of the auditor's report.</p>
<p><u>Recommendation 6.4</u> A listed entity should give security holders the option to receive communications from and send communications to, the entity and its security registry electronically.</p>	Yes	Continuous Disclosure and Shareholder Communication Policy, Website	<p>All new shareholders receive correspondence which allows them to elect to receive communications electronically. An election form is also sent to all shareholders periodically.</p> <p>Additionally, a shareholder can, at any time, contact Company's share registrars to make this election.</p>



ABN 63 616 317 778

Principle 7: Recognise and manage risk			
<p><u>Recommendation 7.1</u> The board of a listed entity should:</p> <p>a) have a committee or committees to oversee risk, each of which:</p> <ol style="list-style-type: none"> 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 <p>b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.</p>	<p>Yes</p>	<p>Audit and Risk Committee Charter, Website</p>	<p>During the financial year, the Risk Committee was established, consisting of Stewart Howe (Chair of the Audit and Risk Committee), Anthony James and Timothy Morrison. Messers Howe and James are independent Non-Executive Directors and Mr Morrison is a non-independent Non-Executive Director. The role of the Risk Committee is fulfilled by the combined Audit and Risk Committee which met once during the financial year and considered both audit and risk agendas. The responsibilities of the Risk Committee are published on the Company's website.</p> <p>The Risk Committee met one time during the financial year and all members were present at the meeting.</p>



ABN 63 616 317 778

<p><u>Recommendation 7.2</u> The board or a committee of the board should:</p> <p>a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound; and</p> <p>b) disclose, in relation to each reporting period, whether such a review has taken place.</p>	<p>Yes</p>	<p>Audit and Risk Committee Charter, Website</p>	<p>The Board as a whole is responsible for the oversight of the Company's risk management and control framework. The objectives of the Company's Risk Management Strategy are to:</p> <ul style="list-style-type: none"> • identify risks to the Company; • balance risk to reward; • ensure regulatory compliance is achieved; and • ensure senior executives, the Board and investors understand the risk profile of the Company. <p>The Board monitors risk through various arrangements including:</p> <ul style="list-style-type: none"> • regular Board meetings; • share price monitoring; • market monitoring; and • regular review of financial position and operations. <p>During the year, the Board reviewed the categories of risks affecting the Company as part of the Company's systems and processes for managing material business risks.</p>
<p><u>Recommendation 7.3</u> A listed entity should disclose:</p> <p>a) if it has an internal audit function, how the function is structured and what role it performs; or</p> <p>b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its risk management and internal control processes.</p>	<p>Partial</p>	<p>Audit and Risk Committee Charter, Website</p>	<p>When the Audit and Risk Committee convenes, it carries out those functions which are delegated to it in the Company's Audit and Risk Committee Charter which include overseeing the establishment and implementations by management of a system for identifying, assessing, monitoring and managing risk throughout the Company, which includes the Company's internal compliance and control systems. Due to the nature and size of the Company's operations, and the Company's ability to derive substantially all of the benefits of an independent internal audit function, the expense of an independent internal auditor is not considered to be appropriate.</p>
<p><u>Recommendation 7.4</u> A listed entity should disclose whether it has any material exposure to economic, environmental and social</p>	<p>Yes</p>	<p>Corporate Governance Statement</p>	<p>The Company has considered its economic, environmental and social sustainability risks and has concluded that it is subject to material economic, environmental and social sustainability risks.</p>

sustainability risks and, if it does, how it manages or intends to manage those risks.			
Principle 8: Remunerate fairly and responsibly			
<p><u>Recommendation 8.1</u> The board of a listed entity should:</p> <p>a) have a remuneration committee which:</p> <ol style="list-style-type: none"> 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 <p>b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and</p>	Yes	Remuneration and Nomination Committee Charter, Website	<p>The role of the Remuneration Committee is to assist the Board in fulfilling its responsibilities in respect of establishing appropriate remuneration levels and incentive policies for employees. The Remuneration Committee consists of three Non-Executive Directors, being Anthony James, Adrian Byass and Stewart Howe and the Company Secretary. The Chair of the Remuneration Committee is Anthony James, an independent director. As it was established half way through the 2020 financial year, the Remuneration Committee did not meet during the 2020 financial year. Subsequent to financial year end, the Remuneration Committee held one meeting and all members at the time were present.</p> <p>The responsibilities of the Remuneration Committee include setting policies for senior officers' remuneration, setting the terms and conditions of employment for the Managing Director, reviewing and making recommendations to the Board on the Company's incentive schemes and superannuation arrangements, reviewing the remuneration of both Executive and Non-Executive Directors, recommendations for remunerations by gender and making recommendations on any proposed changes and undertaking reviews of the Managing Director's performance, including setting with the Managing Director goals and reviewing progress in achieving those goals.</p>



ABN 63 616 317 778

<p>composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p>			
<p><u>Recommendation 8.2</u> 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.</p>	<p>N/A</p>	<p>N/A</p>	<p>Non-Executive Directors are to be paid their fees out of the maximum aggregate amount approved by shareholders for the remuneration of Non-Executive Directors. Managing Director remuneration is set by the Board, with the executive director in question not present. Full details regarding the remuneration of Directors has been included in the Remuneration Report within the 2020 Annual Report.</p>
<p><u>Recommendation 8.3</u> A listed entity which has an equity-based remuneration scheme should:</p> <ul style="list-style-type: none"> 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. 	<p>Yes</p>	<p>Share Trading Policy, Website</p>	<p>Executives and Non-Executive Directors are prohibited from entering into transactions or arrangements which limit the economic risk of participating in unvested entitlements.</p>