

REVERSE CORP LIMITED (Company)

SECURITIES TRADING POLICY

Objective

1. This securities trading policy sets out the circumstances in which Directors, Senior Executives and employees of the Company and its subsidiaries may deal in Company securities with the objective that no Director or employee will contravene the requirements of the *Corporations Act 2001* (Cth) (**Corporations Act**) or the Australian Securities Exchange (**ASX**) Listing Rules.

The objective of this policy is to ensure that:

- Directors and employees adhere to high ethical and legal standards in relation to their personal investment in Company securities; and
- Personal investments of Directors and employees do not conflict with the interests of the Company and other shareholders in relation to Company securities.

Purpose

2. The purpose of this policy is designed to protect the reputation of the Company and to ensure that such reputation is maintained or perceived to be maintained by persons external to the Company.
3. The policy is not designed to prohibit Directors and employees from investing in Company securities but does recognise that there may be times when Directors or employees cannot or should not invest in Company securities. The policy provides guidance to Directors and employees as to the times that Directors and employees may invest in the Company's securities.

Outline of Corporations Act Requirements

4. A Director or employee possesses "inside information" in relation to the Company where:
 - (a) the person possesses information that is not generally available and, if the information were generally available, a reasonable person would expect it to have a material effect on the price or value of Company securities; and
 - (b) the person knows, or ought reasonably to know, that the information is not generally available and, if it were generally available, a reasonable person would expect it to have a material effect on the price or value of Company securities.

A reasonable person would be taken to expect information to have a material effect on the price or value of Company securities if the information would, or would be likely to, influence persons who commonly invest in securities in deciding whether or not to deal in Company securities in any way.

5. If a Director or employee possesses "inside information" in relation to the Company, the person must not:
 - (a) deal in Company securities in any way; or
 - (b) procure another person to deal in Company securities in any way; or
 - (c) directly or indirectly, communicate the information, or cause the information to be communicated, to another person if the person knows, or ought reasonably to know,

that the other person would, or would be likely to, deal in Company securities in any way or procure a third person to deal in Company securities in any way.

6. For the purposes of paragraphs (a) and (b) above:
 - (a) "Company securities" includes any shares in the Company, debentures (including convertible notes) issued by the Company, units of shares in the Company and options to acquire or subscribe for shares in the Company;
 - (b) to "deal" in Company securities includes subscribing for, purchasing or selling Company securities or entering into an agreement to do any of those things.
7. A Director or employee who deals in Company securities while they possess "inside information" will be liable to both civil and criminal penalties. The penalties are:
 - (a) in the case of a natural person, up to \$765,000 or three times the profit gained or loss avoided;
 - (b) in the case of a body corporate, up to \$7,650,000, three times the profit gained or loss avoided or 10% of the body corporate's annual turnover in the relevant period; and
 - (c) a natural person also faces the possibility of a jail term of up to ten years.

Examples of "inside information"

8. Examples of information which may be considered to be "inside information" include the details relating to the items listed below (this is not an exhaustive list):
 - (a) sales figures;
 - (b) profit forecasts;
 - (c) unpublished announcements;
 - (d) proposed changes in capital structure, including share issues, rights issues and the redemption of securities;
 - (e) borrowings;
 - (f) impending mergers, acquisitions, reconstructions, takeovers, etc;
 - (g) significant litigation;
 - (h) significant changes in operations or proposed changes in the general character or nature of the business of the Company or its subsidiaries;
 - (i) new distributorships, products and technology;
 - (j) liquidity and cashflow information;
 - (k) major or material purchases or sales of assets (consideration exceeding \$400,000 should be treated as material);
 - (l) management restructuring or Board of Directors changes;
 - (m) new significant contracts or customers; and
 - (n) a new entity proposing to buy, or a shareholder proposing to sell, a substantial number of shares in the Company.

Application of the Policy

9. The policy applies to all Directors, all employees who from time to time possess information that could be considered inside information, or who are nominated as such by the Board of Directors (**Senior Executives**) and other employees, and to their respective associates (including a company or trust controlled by the Director or employee, a spouse, dependant children, a close relative, a person acting in concert with the Director or employee).

Policy

10. **General Principles** - Directors and employees of the Company and its subsidiaries should note the following general principles regarding their personal trading of Company securities:
- (a) avoid and be seen to avoid, actual or potential conflict between their personal interest and their duty to the Company and its shareholders;
 - (b) not to derive personal advantage from information which is not generally available and which has been obtained by reason of, or in the course of, their directorship or employment;
 - (c) seek prior approval to trade from, or notify a designated officer to ensure the Company's and shareholder's interests are not compromised, whichever is required elsewhere in this Policy;
 - (d) ensure any personal trading is on a scale that reflects your individual financial ability to fund and maintain an appropriately sized portfolio;
 - (e) ensure any personal trading does not adversely impact on your ability to perform normal duties;
 - (f) not utilise broker credit - relevant exchange settlement terms must apply on all occasions and all transactions must be settled according to industry standards. Such prohibition does not extend to normal documented margin lending or loan facilities offered to the general public by brokers, banks or other lending institutions; and
 - (g) Directors and employees who have access to price sensitive information or "inside information" should not conduct personal trading in Company securities.
11. **Short term trading** - Notwithstanding the following, Directors and employees of the Company and its subsidiaries should never engage in short term trading of any Company securities. In general, the purchase of securities with a view to resale within a 12 month period and the sale of securities with a view to repurchase within a 12 month period would be considered to be transactions of a "short term" nature. However, the sale of shares immediately after they have been acquired through the conversion of a security (eg. exercise of an option) will not be regarded as short term trading.
12. **Trading windows** - Subject to the below, the recommended time (in terms of avoiding suggestions of insider trading) for any Director or employee to deal in Company securities is during the **6 weeks** period commencing 2 days after the:
- (a) date of the Company's AGM;
 - (b) release by the Company of its half yearly results announcement to ASX;
 - (c) release by the Company of its yearly results announcement to ASX; or
 - (d) release of a disclosure document offering equity securities in the Company,

PROVIDED that the person is **NOT** in possession of any inside information relating to those securities.

13. **Trading Embargo** - In addition, a "black-out period" operates in respect of which Directors and employees must refrain from dealing in Company securities during the 2 month period prior to release of the interim and full year results announcements to ASX. All holders of employee incentive scheme rights are automatically regarded as being subject to this "black-out period" restriction.
14. **Directors and Senior Executives** - A Director or Senior Executive may not deal in Company securities without the prior written consent (email form is acceptable) of the Chairperson of the Board before commencing the transaction. A Director or Senior Executive must also provide the Chairperson of the Board with subsequent confirmation of the trading that has occurred.

Prudence will dictate that dealings should generally be limited to the recommended times referred to in paragraph 12 above and that the Chairperson will generally refuse consent to deal in Company securities outside these recommended times unless exceptional circumstances exist. The written consent can be made in email form and in all cases will only remain valid for 5 working days. In any event, the Director or Senior Executive should not deal in Company securities at any time if the Director or Senior Executive is in possession of any inside information relating to those securities.

15. **Employees other than Senior Executives** - Employees of the Company other than Senior Executives may deal in Company securities at any time if the employee notifies the Company Secretary before commencing the transaction and after the transaction has occurred, providing confirmation of the trading. Employees are strongly advised to limit dealing in Company securities to the recommended timing referred to in paragraph 12 above. In any event, the employees should not deal in Company securities at any time if the employee is in possession of any inside information relating to those securities.
16. **Exceptional Circumstances** – If a Director or Senior Executive of the Company needs to deal in securities due to exceptional circumstances but such dealing would breach this Policy, the person may apply to the Chairperson in writing for a waiver (email form is acceptable) from compliance with the Policy.

Exceptional circumstances for these purposes include severe financial hardship, compulsion by court order or any other circumstances that are deemed exceptional by the Chairperson.

17. **Exclusions** – Subject to the insider trading provisions of the Corporations Act, the following dealings with Company securities are not subject to this Policy:
- (a) transfers of securities between Director or employees and someone closely related to the Director or employee (such as a spouse, minor child, family company or family trust);
 - (b) a disposal of securities arising from the acceptance of a takeover offer, scheme of arrangement or equal access buy-back;
 - (c) a disposal of securities that is the result of a secured lender or financier exercising its rights under a margin lending or other secured financing arrangement;
 - (d) a disposal of rights acquired under a pro rata issue;
 - (e) an acquisition of securities under an pro rata issue;
 - (f) an acquisition of securities through a security purchase plan or a dividend or distribution reinvestment plan where the Director or employee did not enter into or amend the plan during a prohibited period and the Director or employee does not withdraw from the plan during a prohibited period other than in exceptional circumstances;

- (g) an acquisition of securities under an employee incentive scheme;
- (h) an acquisition or disposal of securities under a pre-determined investment or divestment plan for which prior written clearance has been provided in accordance with procedures set out in the Policy and where:
 - a. the Director or employee did not enter into or amend the plan during a prohibited period;
 - b. the plan does not permit the Director or employee to exercise any discretion over how, when or whether to acquire or dispose of securities; and
 - c. the entity's trading policy does not allow for the cancellation of the plan during a prohibited period other than in exceptional circumstances;
- (i) where the listed entity has an employee incentive scheme with a Director or employee as trustee of the scheme, trading by the Director or employee in their capacity as trustee of the scheme; and
- (j) indirect and incidental trading that occurs as a consequence of a Director or employee dealing in units or shares of a managed investment scheme, listed investment company, exchange-traded fund or similar investment vehicle that is managed by a third party and that happens to hold as part of its portfolio securities in the Company.

ASX Notification

18. In accordance with section 205G Corporations Act, a Director must notify the ASX within 14 days after any change in the Director's relevant interest in securities of the Company or a related body corporate of the Company.
- A Director must notify the Company Secretary in writing of the requisite information for the Company Secretary to make the necessary notifications to ASIC and ASX as required by the Corporations Act and the ASX Listing Rules.

Questions?

19. **If you have any questions regarding this policy you should contact:**

Company Secretary
Telephone. 07 3295 0300

Amended on 2 June 2014.