



ALLIGATOR ENERGY LTD

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CORPORATE GOVERNANCE STATEMENT

Dated 30 June 2015

Adopted by the Board on 14 October 2015

Unless disclosed below, all the recommendations of the ASX Corporate Governance Council (3rd Edition) have been applied covering the financial year to 30 June 2015.

The Board has responsibility for corporate governance for the Company and its subsidiaries (the Group) and has implemented policies, procedures and systems of control with the objective of ensuring an appropriate framework for governance outcomes that meet the expectations of stakeholders.

This Statement sets out corporate governance practices adopted by the Board which were in place during the financial year ended 30 June 2015 unless otherwise noted. Where the Board considers that adoption of a recommendation is not applicable due to the size or complexity of the Group's operations this is separately detailed.

Further information relating to the Company's corporate governance practices and policies is publicly available on the Company's website at www.alligatorenergy.com.au

The table below summarises the status of the Company's compliance with each of the recommendations contained in the ASX Principles and Recommendations at the date of this statement and discloses reasons for non-compliance where necessary.

ASX Corporate Governance Principle and Recommendations		Status
Principle 1 – Lay solid foundations for management and oversight		
1.1	Companies should establish and disclose the respective roles and responsibilities of the board and management and those matters expressly reserved to the Board and those delegated to Management.	<i>Compliant</i> - see Corporate Governance Charter.
1.2	A listed entity should: <ul style="list-style-type: none">• Undertake appropriate checks before appointing a person or putting forward to security holders a candidate for election as a director; and• Provide security holders with all material information in its possession relevant to a	<i>Compliant</i> - appropriate checks are conducted prior to appointing a new director. Shareholders are provided with all relevant information available to the Board, relevant to a decision on

	decision on whether or not to elect or re-elect a director.	whether or not to elect or re-elect a Director.
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	<i>Complaint-</i> written agreements are in place setting out the terms of 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.	<i>Compliant-</i> the Company Secretary is accountable to the Board, through the Chair, on all matters to do with proper functioning of the Board.
1.5	A listed entity should: <ul style="list-style-type: none"> • 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; • Disclose the policy or a summary of it; and • 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, and the respective proportions of men and women on the Board, in senior executive positions and across the whole organisation. 	<i>Non- Compliant-</i> the Company has a Diversity Policy which documents the principles and commitment in relation to maintaining a diverse group of employees. The Company has not however set measurable objectives for achieving gender diversity due to the size of the Company and its current level of activities.
1.6	A listed entity should: <ul style="list-style-type: none"> • Have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and • Disclose in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process. 	<i>Non-Complaint-</i> the Company has a process for evaluating performance of the Board. The performance evaluation for the 2014/15 financial year was however only held in the current reporting period. Further detail is provided in this Corporate Governance Statement.
1.7	A listed entity should: <ul style="list-style-type: none"> • Have and disclose a process for periodically evaluating the performance of its senior executives; and • Disclose in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process. 	<i>Compliant-</i> a performance evaluation for senior executives took place during the year in accordance with the Company's annual performance assessment process.
Principle 2 - Structure the board to add value		
2.1	The Board of a listed entity should: <ul style="list-style-type: none"> • A nomination committee which has at least 3 members (majority independent) , be chaired by an independent director, disclose the committee charter, disclose the committee members, and disclose at the end of each reporting period the number of times the committee met during the reporting period and individuals attending • If it does not have a nomination committee 	<i>Non-Compliant-</i> the full Board currently carries out the function of a Nomination Committee due to the size of the Company and its current level of activity. The Board, in conjunction with the annual review process considers the size, composition, skills and competencies.

	disclose the 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.	
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	<i>Compliant</i> - the Board has reviewed its composition and assessed a matrix of skills in light of its current operations and requirements.
2.3	A listed entity should disclose: <ul style="list-style-type: none"> • The names of the directors considered by the Board to be independent directors • If a director has an interest, position, association or relationship of the type described in Box 2.3 (ASX independent guidelines) but the Board is of the opinion that it does not compromise the independence of the director, the nature of the relationship and an explanation of why the Board is of that opinion • The length of service of each director 	<i>Compliant</i> - further detail provided in this Corporate Governance Statement.
2.4	A majority of the board of a listed entity should be independent directors	<i>Non-compliant</i> - at the date of this report the Board comprised of five directors, two of whom are regarded as independent. The Board does however believe that the current composition is appropriate and Greg Hall was appointed as a further independent non-executive director in the current reporting period.
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	<i>Non-compliant</i> - whilst the Chair and the CEO are separate individuals, the Chair is not independent due to his association with the Company's major shareholder.
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 roles as directors effectively	<i>Compliant</i> - the Company has an established program for inducting a new director. This covers all aspects of the Company's activities and policies.
Principle 3 – Act ethically and responsibly		
3.1	A Listed entity should: <ul style="list-style-type: none"> • Have a code of conduct for its directors, senior executive and employees, and • Disclose that code or summary of it 	<i>Compliant</i> - the Company has a Code of Conduct which is included on the Company's website.

Principle 4 - Safeguard integrity in corporate reporting		
4.1	<p>The Board of a listed entity should:</p> <ul style="list-style-type: none"> Have an audit committee which has at least 3 members(all of whom are non-executive directors and a majority independent), be chaired by an independent director who is not Chair of the Board, disclose the committee charter, the relevant qualifications and experience of the members of the committee, and disclose at the end of each reporting period the number of times the committee met during the reporting period and individuals attendance If it does not have an audit committee disclose that fact and the processes it employs that independent 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 	<i>Compliant</i> - the Company has an Audit & Risk Committee which is chaired by an Independent Director and comprises of a majority of independent directors. The Charter of the Committee is included in the Corporate Governance Charter included on the Company's website.
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.	<i>Compliant</i> - The Board receives Section 295A Declarations from the CEO and Company Secretary (most senior financial person) before approving the financial statements for the Half-Year and the Full-Year.
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	<i>Compliant</i>
Principle 5 - Make timely and balanced disclosure		
5.1	<p>A listed entity should:</p> <ul style="list-style-type: none"> Have a written policy for complying with its continuous disclosure obligations and the listing rules, and Disclose the policy or a summary of it 	<i>Compliant</i> - the policy is included on the Company's website
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	<i>Compliant</i> - the Company has a website (www.alligatorenergy.com.au) where investors can locate information about the Company, its Directors, senior executives and the Company's governance framework.

6.2	A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors	<i>Compliant</i> - see the Shareholder Communications Policy on the website.
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	<i>Compliant</i> - see the Shareholder Communications Policy on the website.
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	<i>Compliant</i> - the Company encourages the use of electronic means of communication through registering with the share registry (Security Transfer Registrars).
Principle 7- Recognise and manage risk		
7.1	<p>The Board of a listed entity should:</p> <ul style="list-style-type: none"> Have a committee, or committees to oversee risk, each of which has at least 3 members (majority independent), be chaired by an independent director, disclose the committee charter, disclose the committee members, and disclose at the end of each reporting period the number of times the committee met during the reporting period and individuals attendance If it does not have a risk committee, or committees that satisfy the above requirements, disclose that fact and the processes it employs for overseeing the entity's risk management framework 	<p><i>Compliant</i>- the Company has an Audit & Risk Management Committee which is chaired by an Independent Director and comprises of a majority of independent directors. The Charter of the Committee is included in the Corporate Governance Charter.</p> <p>The Charter together with a Risk Management Policy are included on the website</p>
7.2	<p>The Board, or committee, of the Board should:</p> <ul style="list-style-type: none"> Review the entity's risk management framework at least annually to satisfy itself that it continues to be sound, and Disclose in relation to each reporting period whether such a review has taken place 	<p><i>Compliant</i>- the Audit & Risk Management Committee together with the Board receive reports on the status and management of the strategic and operational risks in order to confirm that the framework for risk management remains sound. See the Corporate Governance Statement for more detail.</p>
7.3	<p>A listed entity should disclose:</p> <ul style="list-style-type: none"> If it has an internal audit function, how the function is structured and what role it performs, or 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><i>Compliant</i>- the Company does not have an internal audit function. Further details on how risk management and internal controls are evaluated are set out in this Corporate Governance Statement.</p>
7.4	A listed entity should disclose whether it has any material exposure and social sustainability risks, and if it does , how it manages or intends to manage those risks	<i>Compliant</i> - see further detail in this Corporate Governance Statement.

Principle 8- Remunerate fairly and responsibly

Companies should ensure that the level and composition of remuneration is sufficient and reasonable and that its relationship to performance is clear

8.1	<p>The Board of a listed company should:</p> <ul style="list-style-type: none"> • Have a remuneration committee which has at least 3 members (majority independent), be chaired by an independent director, disclose the committee charter, disclose the committee members, and disclose at the end of each reporting period the number of times the committee met during the reporting period and individuals attendance • If it does not have a remuneration committee disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive 	<p><i>Compliant-</i> the full Board performs the role of the Remuneration Committee and the Charter is set out in the Corporate Governance Charter set out on the Company's website.</p>
8.2	<p>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><i>Compliant-</i> the Company discloses its policy on remuneration in the Remuneration Policy on the website and the Remuneration Report contained within the Company's Annual Report.</p>
8.3	<p>A listed entity which has an equity based remuneration scheme should:</p> <ul style="list-style-type: none"> • 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 and participation in the scheme, and • Disclose that policy or a summary of it 	<p><i>Compliant-</i> the Company has a Trading Policy which prohibits the use of derivatives. The Policy is included on the Company's website.</p>

The Corporate Governance Principles and Recommendations**Principle 1 – Lay solid foundations for management and oversight****Roles and responsibilities of the Board and Management**

The Company has established a Corporate Governance Charter which details the adopted practices and processes in relation to matters reserved for the Board's consideration and decision-making and specifies the level of authorisation provided to other key management personnel.

The Corporate Governance Charter sets out the functions of the board which include:

- ensuring compliance with the Corporations Act, ASX Listing Rules (where appropriate) and all relevant laws;
- developing, implementing and monitoring operational and financial targets for the Company;
- appointment of appropriate staff, consultants and experts to assist in the

Company's operations, including the selection and monitoring of a chief executive officer;

- ensuring appropriate financial and risk management controls are implemented;
- approving and monitoring financial and other reporting;
- setting, monitoring and ensuring appropriate accountability for directors' and executive officers' remuneration;
- establishing and maintaining communications and relations between the Company and third parties, including its shareholders and ASX;
- implementing appropriate strategies to monitor performance of the Board in implementing its functions and powers;
- oversight of the Company including its framework of control and accountability systems to enable risk to be assessed and managed;
- appointing and removing the chief executive officer;
- ratifying the appointment and, where appropriate, removal of the chief financial officer and the Company secretary;
- input into and final approval of the management's development of corporate strategy and performance objectives;
- reviewing and ratifying systems of risk management and internal compliance and control, codes of conduct and legal compliance;
- monitoring senior management's performance, implementation of strategy and ensuring appropriate resources are available;
- approving and monitoring the progress of major capital expenditure, capital management and acquisitions and divestitures;
- approval of the annual budget;
- monitoring the financial performance of the Company;
- liaising with the Company's external auditors;
- monitoring, and ensuring compliance with, all of the Company's legal obligations;
- approving and monitoring financial and other reporting; and
- appointing and overseeing Committees where appropriate to assist in the above functions and powers.

The day to day management of the Group's affairs and the implementation of the corporate strategy has been formally delegated by the Board to the Chief Executive Officer.

A copy of the Corporate Governance Charter can be located on the Company's website.

Director Checks

The Company performs checks on all new appointments to the Board which include checks on a person's character, experience, education, criminal record and bankruptcy history. New directors are required to provide consent for the conduct of background checks and also confirm their availability to spend time on Company related matters.

Directors appointed to a casual vacancy must stand for re-election at the next AGM. At that time, the Notice of Meeting provides shareholders with information about the Director including details of relevant skills, experience and any other relevant information available to the Board at that time. A similar approach together with disclosure of length of service is adopted for Directors standing for re-election under the Company's rotation policy.

Written Agreements with Directors

The Company has a written agreement with all non-executive directors which sets out the terms and conditions associated with their office.

The Company has entered into a Service Agreement with its CEO and Executive Director, Robert Sowerby, the key aspects of which were disclosed to shareholders in an ASX Announcement.

Company Secretary

The Company Secretary is accountable directly to the Board, through the Chair, on all matters associated with the proper functioning of the Board.

The details and qualifications of the Company Secretary are set out in the Directors' Report which is part of the Annual Report.

Diversity

The Company has a Diversity Policy which documents the principles and commitment in relation to maintaining a diverse employee base within the Company. This policy can be found on the Company's website.

The Company has not however set measurable objectives for achieving gender diversity due to the size and current level of activities. The Board does however continue to monitor diversity across the operations and will decide at some point in the future when it is appropriate to set such objectives. The total proportion of men and women across the organisation is listed in the table below:

Category	Male	Female
Board (non-executive only)	5	0
Senior Management	3	0
Staff	2	1
Total Organisation	10	1

Assessment of Board Performance

The Company has a policy of reviewing the performance of its Board on an annual basis and plans in the future to consider the performance of the individual directors. The process is managed by the Chairman based on the feedback provided through a structured questionnaire. The results of the feedback provided by each Board member and the Company Secretary are then summarised and tabled for discussion.

A review of Board performance was underway at the reporting date for this Statement but was only completed in the current reporting period.

Assessment of Management Performance

The CEO conducts a performance assessment of senior management at the end of each field season and the results are tabled at the following Board Meeting.

Each member of the senior management team has 4 or 5 key performance indicators (KPIs) associated with their role and responsibility. Performance against these KPIs is reported to the Board.

The performance of the CEO is assessed by the full Board based on KPIs set out in the Service Agreement.

Principle 2 - Structure the board to add value

Nomination Committee

The Board has not established a Nomination Committee. The roles and responsibilities of a Nomination Committee are set out in the Company's Corporate Governance Charter and these are currently overseen by the full Board.

The Board continues to monitor its composition and the roles and responsibilities of its members and considers Board renewal and succession during the annual performance review process.

The Board shall, upon the Company reaching the requisite corporate and commercial maturity, approve the constitution of a nomination committee to assist the Board in relation to the appointment of Directors and senior management.

The Company's Constitution provides that at every Annual General Meeting, one third of the directors shall retire from office but may stand for re-election

Skills Matrix

The Board has the objective of maintaining a mix of skills and expertise which is commensurate with the size and current activities of the Company.

A Board Skills Matrix has been prepared based on individual self-assessment by Directors and has been reviewed by the Board. The skills matrix considers the level of experience of the Board across the areas of industry, technical, corporate, professional, leadership and strategy. Each of these areas is appropriately represented for the Company's current operations.

Independence

Applying the ASX Guidelines on independence as set out in Box 2.3, it is considered that there are only two independent Directors of the five member Board, being Andrew Vigar and Paul Dickson at the reporting date of 30 June 2015. A further independent director, Gregory Hall was appointed in the current reporting period.

A brief summary of the skills, experience and expertise of each director who is in office at the date of the Annual Report and their term of office are detailed in the Directors' Report. Robert Sowerby, Paul Dickson and Andrew Vigar have all been directors of the Company from the time of listing on the ASX in 2011 and John Main and Peter McIntyre were appointed at the time that Macallum Group Limited became a shareholder of the Company on 30 October 2013.

The Company has not complied with Recommendation 2.4 in that a majority of directors are not regarded as being independent. Whilst the Company does not satisfy the requirements of Recommendation 2.4, each individual member of the Board is satisfied that all Directors bring an independent judgement to bear when making Board decisions.

Independent directors have the right to seek independent professional advice in the furtherance of their duties as directors at the Company's expense. Written approval must be obtained from the Chair prior to incurring any expense on behalf of the Company.

It is considered that in the present circumstances of the Company (size and activities) that the Board is sufficient in size, skills and experience and that the cost appointing further non-executive directors in order to comply with the ASX Recommendation is outweighed by the benefits.

The Board is conscious of the need for independence and in this regard a 'conflicts register' is maintained. The register is tabled at each meeting in order for each director to confirm that this remains current. In the instance where a conflict of interest may arise, the relevant director(s) leave the meeting to ensure full and frank discussion on the matter at hand.

Independence of the Chairman

The Company's Chairman, John Main, does not meet the ASX Corporate Governance assessment criteria for independence due to his role as a director and significant shareholder in Macallum Group Limited, a substantial shareholder of Alligator Energy Limited.

Although the Company has not complied with Recommendation 2.5, the Chairman did not have an executive role during the reporting period.

Director Induction

The Company has a program for inducting new Directors. The induction program covers all aspects of the Company's activities.

In order to develop and maintain the skills and knowledge required to perform their role, all Directors are encouraged to undertake continuing professional development in their fields of expertise. Directors will be granted reasonable access to resources and training in order to address any identified skills gap, based on developments in the industry and environment in which the Company operates.

Principle 3 -Act ethically and responsibly

Code of Conduct

The Board acknowledges and emphasises the importance of all directors and employees maintaining the highest standards of corporate governance practice and ethical conduct.

A Code of Conduct has been adopted requiring directors, employees and contractors to:

- act honestly and in good faith;
- exercise due care and diligence in fulfilling the functions of office;
- avoid conflicts and make full disclosure of any possible conflict of interest;
- comply with the law;
- encourage the reporting and investigating of unlawful and unethical behaviour; and

In summary the Code requires that all Company personnel act with integrity, objectivity and in compliance with legislation and Company policy.

Trading Policy

The Company's Constitution permits directors to acquire securities in the Company, however Company policy prohibits directors and senior management from dealing in the Company's securities at any time whilst in possession of price sensitive information and for 24 hours after:

- Any major announcements; and
- The release of the Company's quarterly, half yearly and annual financial results to the Australian Securities Exchange.

Directors must advise the Chairman before buying or selling securities in the Company and the Chairman must inform an Independent Director and the Company Secretary. In accordance with the provisions of the Corporations Act and the Listing Rules of the Australian Securities Exchange, the Company advises the Exchange of any transaction conducted by directors in securities in the Company.

The Code of Conduct and Trading Policy are included on the Company's website.

Principle 4 - Safeguard integrity in corporate reporting

Audit Committee

The Company has established an Audit and Risk Management Committee.

The Audit and Risk Management Committee is currently comprised of Paul Dickson (chair) Andrew Vigar and John Main. The Committee consists of a majority of independent non-executive directors. The qualifications and experience of those appointed to the Audit and Risk Management Committee are included in the Annual Report- Directors' Report section.

The Audit and Risk Management Committee Charter is detailed in the Corporate Governance Charter which can be found on the Company's website. Responsibilities of the Audit & Risk Committee include appointment, compensation and oversight of the independent auditor and review of the half year and full year financial statements.

The number of meetings of the Audit and Risk Committee and attendance at those meetings is shown in the Annual Report- Directors' Report section.

CEO and CFO declarations

Prior to approving the half year and full year financial statements the Audit & Risk Management Committee, on behalf of the Board, receives a section 295A (Corporations Act) declaration from the CEO and the Company Secretary. The Company Secretary is the most senior financial officer within the Company.

Auditor attendance at the AGM

The auditor is required to attend the Annual General Meeting of shareholders. The Chairman will permit shareholders to ask questions of the auditor which concern the conduct of the audit and preparation of the Audit Report.

Principle 5 - Make timely and balanced disclosure

Continuous disclosure

The Company has written policies designed to ensure compliance with ASX Listing Rule disclosure requirements and to ensure accountability at a senior executive level for that compliance. The policy is included on the Company website.

The Board has nominated the CEO and Company Secretary as the persons responsible for communications with the Australian Stock Exchange (ASX). The role includes responsibility for ensuring that all price sensitive information is disclosed to the ASX in accordance with the continuous disclosure requirements of the Corporations Act and ASX Listing Rules.

All information released to the ASX is available on the Company's website.

Principle 6 - Respect the rights of security holders

Information concerning the Company and its governance

The Company has a Shareholder Communication policy and it is available on the Company's website at www.alligatorenergy.com.au.

The Company website enables security holders to access information about the Company, Directors and the Company's governance framework.

Investor relations

The Board strives to ensure that security holders are provided with sufficient information to assess the performance of the Company and its Directors and to make well-informed investment decisions.

The Company does not have a formally appointed investor relations manager due to the current size and scale of operations. This function is currently overseen by the full Board as a standard agenda item.

Information is communicated to security holders through:

- annual, half-yearly and quarterly financial reports;
- annual and other general meetings convened for shareholder review and approval of Board proposals;
- continuous disclosure of material changes released to the ASX for open access
- investor roadshows in capital cities where the Company's shareholders are well represented; and
- a website where all ASX announcements, notices and financial reports are published as soon as possible after release to the ASX.

Security holders and other financial market participants are also able to contact the Company directly to discuss matters of concern or information that is in the public arena.

Participation at meetings of Security holders

Shareholders are strongly encouraged to attend and participate in the Annual General Meetings of Alligator Energy Limited. An opportunity will be provided for shareholders to raise questions on the matters of business for response by the Board and/or the CEO.

Electronic communications

Shareholders with access to the internet are encouraged to register with the Company's share registry (registrar@securitytransfer.com.au) in order to receive electronic notifications when market sensitive information is released on the ASX platform. Shareholders are also encouraged to register with the share registry (Security Transfer) to receive shareholder related information electronically, including Annual Reports and Notice of Meetings.

Principle 7- Recognise and manage risk

The Board considers identification and management of key risks associated with the business as vital to maximise shareholder wealth. The Board has identified the significant areas of potential strategic and operational risk of the Group.

Risk Committee

The Board has established an Audit & Risk Management Committee. The Charter for this committee is included in the Corporate Governance Charter on the Company's website. The composition of the Committee has previously been outlined under Principle 4 above. The number of meetings held during the reporting period and attendance at these meetings is set out in the Directors' Report within the Annual Report.

The Audit & Risk Committee is responsible for ensuring that adequate policies in relation to risk management, compliance and internal controls are in place. The Committee recommends any actions it deems appropriate to the Board for consideration.

The Company's Risk Management Policy is on the Company's website.

Risk Management oversight

The Board is responsible for satisfying itself annually, or more frequently if required, that the Group's risk management framework continues to be sound. This review is conducted through regular consideration of the strategic risk register at Board meetings, operational risk update from the CEO and confirmation of the methodology for risk identification.

Management is responsible for designing, implementing and reporting on the adequacy of the Company's risk management and internal control systems. In this regard the identification, monitoring and, where appropriate, the reduction of significant risk to the Group is the responsibility of the CEO in conjunction with the Company Secretary and senior management.

The Company does not believe it is of a size that warrants an internal audit function. However the Board and Management maintain the required level of assurance through a sound system of internal controls which is monitored by the Audit & Risk Management Committee.

Exposure to material economic, environmental and social responsibility risk

The Group is focused on the discovery and exploitation of uranium and operates in Arnhem Land. As a result there is a potential for material exposure to economic, environmental and sustainability risks.

The Group is very aware of the potential risk in this area and is committed to ensuring that sound health & safety, environmental and community relations practices are in place during the conduct of its exploration activities. The Group has allocated responsibility for establishing and maintaining a culture of good practice through Occupational Health and Safety, Environmental and Community Relations plans. The management plans in relation to these risks are the subject of an annual review by the Department of Mines and Energy (NT).

As a uranium explorer, a Radiation Management Plan has also been put in place.

Principle 8- Remunerate fairly and responsibly

Remuneration Committee

The Board has not established a Remuneration Committee. The Board considers that given its size, no efficiencies or other benefits would be gained by establishing such a committee. The role of a remuneration committee is carried out by the full Board. The Company has adopted a Remuneration Committee Charter, which is set out in the Company's Corporate Governance Charter.

Disclosure of remuneration policies and practices

The Company recognises the need to pay director remuneration that is sufficient to attract and retain high quality directors and to design executive remuneration to attract, retain and motivate high quality senior executives and to align their interests with the creation of value for shareholders. In this regard a Remuneration Policy has been approved and can be found on the Company's website.

The Chairman and the non-executive directors are entitled to draw directors' fees and receive reimbursement of reasonable expenses for attendance at meetings. The Board has adopted, and shareholders have approved, a Director Fee Plan that enables directors (on a quarterly basis) to accept shares in lieu of cash payments of director remuneration. Shareholder approval for any share based remuneration linked to options is obtained in accordance with the ASX Listing Rules.

Senior executives of the Company sign formal employment or contractor agreements at the time of their appointment covering matters including duties, responsibilities and entitlements. Key Performance Indicators associated with the role are identified and performance incentives are linked to short –term and long-term objectives. The performance of senior executives is assessed on an annual basis by the Board based on input from the CEO.

The Company discloses in its Annual Report (Remuneration Report section) details of remuneration of Key Management Personnel which includes directors and senior executives.