

CORPORATE GOVERNANCE STATEMENT

This Corporate Governance Statement sets out the Company's current compliance with the third edition of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (**Principles and Recommendations**) as at 28 September 2016.

The Board of the Company currently has in place corporate governance policies and charters which have been posted in a dedicated corporate governance information section on the Company's website at www.livehire.com/investors.

PRINCIPLES AND RECOMMENDATIONS		COMPLY (Yes/No)	EXPLANATION
1.	Lay solid foundations for management and oversight		
1.1	Companies should disclose: (a) the respective roles and responsibilities of its board and management; and (b) those matters expressly reserved to the board and those delegated to management.	Yes	Please refer to the Board Charter (available via the Company's website, www.livehire.com/investors) for information about the respective roles and responsibilities of our Board and Management (including those matters expressly reserved to the Board and those delegated to Management).
1.2	Companies should: (a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director; and (b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.	Yes	The Remuneration & Nomination Committee Charter delegates responsibility to the Remuneration & Nomination Committee to identify and nominate, for the approval of the Board, candidates to fill Board vacancies as and when they arise, having regard to the desired composition of the Board and undertake appropriate checks before appointing a person or putting forward to shareholders a new candidate for election, as a director. The Committee is also responsible for ensuring that the Company provides its security holders with all material information in its

			<p>possession relevant to a decision whether or not to elect or re-elect a director.</p> <p>Please refer to the Remuneration & Nomination Committee Charter (available via the Company's website, www.livehire.com/investors) for further details.</p>
1.3	Companies should have a written agreement with each director and senior executive setting out the terms of their appointment.	Yes	The Company has entered into a written agreement with each Director and Senior Executive setting out the terms of their appointment.
1.4	The company secretary should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.	Yes	<p>The Company Secretary is accountable to the Board, through the Chairman, on all matters to do with the proper functioning of the Board, unless delegated by the Board to another appropriate person.</p> <p>Please refer to the Board Charter (available via the Company's website, www.livehire.com/investors) for further details.</p>
1.5	<p>Companies should:</p> <p>(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;</p> <p>(b) disclose that policy or a summary of it; and</p> <p>(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> <p>(1) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how</p>	Partially	<p>The Company has developed a Diversity Policy which includes requirements for the Board to set measurable objectives for achieving gender diversity goals and review the entity's progress in achieving them. The Remuneration and Nomination Committee is then responsible for reporting to the Board on the Company's progress towards achieving its measurable objectives on an annual basis and conducting a review of the status of diversity within the Company.</p> <p>The Company recognises that gender diversity amongst its Personnel broadens the pool of high-quality directors and employees, is likely to support employee retention, is likely to encourage greater innovation by drawing on different perspectives, is a socially and economically responsible governance practice and will improve the Company's corporate reputation.</p> <p>The Board considers that the Company is not currently of a size or complexity to warrant setting measurable objectives to</p>

	<p>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>achieve gender diversity and that the requirements of the Company's Diversity Policy are sufficient for the Company's present circumstances to ensure gender diversity remains a priority in the Company's growth and business strategies.</p> <p>Please refer to the Diversity Policy (available via the Company's website, www.livehire.com/investors) for further details.</p>
1.6	<p>Companies 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	<p>The Board, with the advice and assistance of the Remuneration and Nomination Committee, is required to self-evaluate its performance and effectiveness, and the performance of individual Directors on an annual basis. The Remuneration and Nomination Committee is also required to self-evaluate its performance and effectiveness, and the performance of its members on an annual basis.</p> <p>During the reporting period ending 30 June 2016, the Board engaged an independent third party to facilitate a performance assessment of the Board and each individual Director against the requirements of the Corporate Governance Policies, ASX Corporate Governance Principles and Recommendations and customary best practices. Given the Company only listed on 10 June 2016, these requirements only applied to the Company from this date.</p> <p>The Board assessed the gender diversity of the Company during FY16 and discloses the following proportions of men and women:</p> <ul style="list-style-type: none"> • whole organisation: 39 men and 9 women; • senior executive positions: 10 men and 2 women; • Board: 5 men and 0 women. <p>The Board consider 'senior executives' to be those roles which report to an executive Director or the Board.</p>

			Please refer to the Nomination and Remuneration Committee Charter and the Board Charter (available via the Company's website, www.livehire.com/investors) for further details.
1.7	<p>Companies should:</p> <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>	Yes	<p>With the advice and assistance of the Nomination and Remuneration Committee, the Board is responsible for periodically reviewing and approving the performance of the Senior Executives and employ such discretionary evaluation techniques as appropriate during each evaluation period.</p> <p>During the reporting period ending 30 June 2016, the Board reviewed the performance of each senior executive in connection with the IPO.</p> <p>Please refer the Nomination and Remuneration Committee Charter and the Board Charter (available via the Company's website, www.livehire.com/investors) for further details.</p>
2.	Structure the board to add value		
2.1	<p>The board 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 members at those meetings; or 	Yes	<p>The Company has established the Nomination and Remuneration Committee, and adopted the Nomination and Remuneration Committee Charter. The Nomination and Remuneration Committee is comprised of:</p> <ul style="list-style-type: none"> • Adam Zorzi (Chair and independent non-executive Director); • Geoff Morgan (independent, non-executive Director); and • Michael Haywood (Executive Director). <p>During the reporting period ending 30 June 2016, the Nomination and Remuneration Committee met on 2 occasions and all members attended each Meeting.</p> <p>Please refer the Nomination and Remuneration Committee Charter (available via the Company's website, www.livehire.com/investors) for further details.</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.		
2.2	Companies 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.	Yes	<p>The Nomination and Remuneration Committee is responsible for setting out the mix of skills and diversity that the Board currently has or is looking to achieve in its membership.</p> <p>The Board Skills Matrix details the collective skills, knowledge, experience, personal attributes and other criteria the Board of Directors. The Board will assess all future candidates for Board positions, and the performance of its current members.</p> <p>Please refer to the Board Skills Matrix at Annexure A to this Corporate Governance Statement and the Nomination and Remuneration Committee Charter (available via the Company's website, www.livehire.com/investors) for further details.</p>
2.3	<p>Companies 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 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>	Yes	<p>The Board consists of five Directors, two of which are Independent Directors - Geoff Morgan and Adam Zorzi.</p> <p>The length of services for each director is as follows:</p> <ul style="list-style-type: none"> • Geoff Morgan (Chairman and Independent non-executive Director) – appointed 26 November 2015; • Adam Zorzi (Independent non-executive Director) – appointed 05 April 2012; • Antonluigi Gozzi (Executive Director) – appointed 16 September 2011; • Patrick Grant Galvin (Executive Director) – appointed 18 July 2014; and

			<ul style="list-style-type: none"> Michael Haywood (Executive Director) – appointed 16 September 2011.
2.4	A majority of the board should be independent directors.	No	<p>Whilst the Board Charter requires that, where practical, the majority of the Board will be comprised of independent Directors, the Board considers that only two (Mr Geoff Morgan and Mr Adam Zorzi) of the five Directors are independent Directors and, accordingly, the Company does not currently satisfy Recommendation 2.4.</p> <p>Whilst the Board intends to canvass experienced candidates to be appointed as independent Directors in due course, the Board consider that the current size of the Company does not justify the costs associated with appointing additional independent Directors without further merit.</p>
2.5	The chair of the board should be an independent director and, in particular, should not be the same person as the CEO.	Yes	Mr Geoff Morgan, the Company's chairman, is an Independent non-executive Director.
2.6	Companies should have a program for inducting new directors and provide appropriate professional development opportunities for directors to develop and maintain the skills and knowledge needed to perform their role as directors effectively.	Yes	<p>The Company's Nomination and Remuneration Committee is responsible for establishing and facilitating an induction program for new directors with all such information and advice which may be considered necessary or desirable for the director to commence their appointment to the Board.</p> <p>Please refer to the Company's Nomination and Remuneration Committee Charter (available via the Company's website, www.livehire.com/investors) for further details.</p>
3	Act ethically and responsibly		
3.1	Companies should: (a) have a code of conduct for its directors, senior executives and employees; and	Yes	The Board has adopted a Code of Conduct Policy to be followed by all 'personnel' of the Company, including any director (executive or non-executive), officer, employee,

	(b) disclose that code or a summary of it.		<p>authorised representative, contractor or consultant of the Company (or any subsidiary of the Company).</p> <p>Please refer to the Code of Conduct Policy (available via the Company's website, www.livehire.com/investors) for further details.</p>
4	Safeguard integrity in corporate reporting		
4.1	<p>The board should:</p> <p>(a) have an audit committee which:</p> <ol style="list-style-type: none"> (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, <p>and disclose:</p> <ol style="list-style-type: none"> (3) the charter of the committee; (4) the relevant qualifications and experience of the members of the committee; and (5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or <p>(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</p>	Partially	<p>The Company has established an Audit and Risk Committee, which is governed by the Audit & Risk Committee Charter.</p> <p>The Audit and Risk Committee is currently comprised of Adam Zorzi (Chair and non-executive, Independent Director), Geoff Morgan (non-executive, Independent Director) and Patrick Grant Galvin (Executive Director).</p> <p>The relevant qualifications and experience of each member of the Audit and Risk Committee are set out below:</p> <ul style="list-style-type: none"> • Adam Zorzi <p>As an experienced executive, Adam has over 15 years of corporate board experience. Adam is Executive Director of Australian Development Capital, a private fund manager specialising in the acquisition and management of property investment and development assets.</p> <p>Adam also sits on the boards of a number of non-profits and charitable organisations, including Starlight Children's Foundation Australia (WA) and FORM – Building a State of Creativity.</p> <p>Adam holds a Bachelor of Commerce from Curtin University of Technology with Double Majors in Property and Finance.</p> <ul style="list-style-type: none"> • Geoff Morgan

	<p>auditor and the rotation of the audit engagement partner.</p>		<p>With over 30 years in the industry, Geoff is one of Australia's leading recruitment and human resources executives. He is also a very active philanthropist.</p> <p>Geoff co-founded recruitment firm Morgan & Banks in 1985, building the company into one of the Asia Pacific's most prominent recruitment companies. Geoff floated Morgan & Banks on the ASX in 1994, and grew the company to over \$700 million in revenues before its acquisition by TMP Worldwide, a US company listed on the NASDAQ, for \$380 million.</p> <p>Geoff then co-founded talent management firm Talent2, building it into a leading recruitment HR outsourcing firm and listing it on the ASX in 2004. Talent2 was privatized in 2012, before the company was sold to leading US private talent management firm Allegis Group in 2014.</p> <p>Geoff has co-authored several books on recruiting, and is an experienced investor in human resources technology. In 2004, Geoff was the recipient of the "Ernst & Young Master Entrepreneur of the Year Award" given for sustained success in business. Geoff was recognized as Member of the Order of Australia in 2015 and is also member of the Australian Institute of Company Directors.</p> <ul style="list-style-type: none"> • Grant Galvin <p>As Executive Director, Grant leads all aspects of commercial execution, driving growth in Talent Community Connections and revenue by working with customers on unlocking significant sourcing and recruitment efficiencies through the Platform.</p> <p>Grant has over 20 years of commercial leadership experience with large global corporates including EY</p>
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4.2	The board 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	Yes	The Audit and Risk Committee ensures that the Company complies with its legal obligations, including to assist the Chief Executive Officer or Chief Financial Officer to provide declarations in relation to the Company's financial reports

	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.		<p>required by both section 295A of the Corporations Act 2001 (Cth) and this Recommendation 4.2.</p> <p>The CFO and CEO declarations for the reporting period ending 30 June 2016 were delivered prior to the Board making its declaration under section 295A of the Corporations Act.</p> <p>Please refer to the Audit and Risk Committee Charter (available via the Company's website, www.livehire.com/investors) for further details.</p>
4.3	Companies should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.	Yes	<p>The Audit and Risk Committee is responsible for ensuring that the external auditor attends the annual general meeting of the Company and is available to answer questions from shareholders of the Company relevant to the audit.</p> <p>Please refer to the Audit and Risk Committee Charter and the Shareholder Communications Policy (available via the Company's website, www.livehire.com/investors) for further details.</p>
5	Make timely and balanced disclosure		
5.1	<p>Companies should:</p> <p>(a) have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and</p> <p>(b) disclose that policy or a summary of it.</p>	Yes	<p>The Company has adopted a Continuous Disclosure Policy to ensure compliance with its continuous disclosure obligations under the Listing Rules. The Policy establishes procedures that seek to ensure that Directors and management are aware of, and fulfil, their obligations in relation to the timely disclosure of material price-sensitive information.</p> <p>Please refer to the Continuous Disclosure Policy (available via the Company's website, www.livehire.com/investors) for further details.</p>
6	Respect the rights of security holders		

6.1	Companies should provide information about itself and its governance to investors via its website.	Yes	Information regarding the Company, its business and its governance is available on its website www.livehire.com/investors
6.2	Companies should design and implement an investor relations program to facilitate effective two-way communication with investors.	Yes	The Company's Shareholder Communications Policy establishes procedures to ensure that Shareholders are provided with sufficient information to assess the performance of the Company and are informed of all major developments affecting the affairs of the Company in accordance with all applicable laws. Please refer to the Shareholder Communications Policy and the Investor Relations page (available via the Company's website, www.livehire.com/investors) for further details
6.3	Companies should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.	Yes	The Company's Shareholder Communications Policy establishes procedures to encourage effective participation at general meetings of the Company. Please refer to the Shareholder Communications Policy (available via the Company's website, www.livehire.com/investors) for further details.
6.4	Companies should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	Yes	The Company's Shareholder Communications Policy ensures that Shareholders are able to access information relevant to their shareholding in the Company via periodic mail-outs or (on election) to receive email communications. Shareholders are also granted access the Company's share registry. Please refer to the Shareholder Communications Policy (available via the Company's website, www.livehire.com/investors) for further details.
7	Recognise and manage risk		
7.1	Companies should: (a) have a committee or committees to oversee risk, each of which:	Yes	The Company has established an Audit and Risk Committee which is governed by the Audit & Risk Committee Charter and has also adopted a Risk Management Policy.

	<p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(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> <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>The Audit and Risk Committee is constituted by Adam Zorzi (Chair and non-executive, independent Director), Geoff Morgan (non-executive, independent Director) and Grant Galvin (executive Director).</p> <p>During the reporting period ending 30 June 2016, the Audit and Risk Committee met on 2 occasions, and all members attended each Meeting.</p> <p>Please refer to the Audit and Risk Committee Charter and the Risk Management Policy (available via the Company's website, www.livehire.com/investors) for further details.</p>
7.2	<p>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>	Yes	<p>In accordance with Company's Audit and Risk Committee Charter, the Audit and Risk Committee is responsible for ensuring that the Company's risk management plan framework is reviewed at least annually.</p> <p>The Company regularly evaluates the effectiveness of its risk management program to ensure that its internal control systems and processes are monitored and updated on an ongoing basis.</p> <p>The Company conducted a risk evaluation June 2016 to identify the the Company's risks and develop a Risk Appetite Statement for the Company.</p> <p>Please refer to the Audit and Risk Committee Charter, the Risk Management Policy and the Risk Appetite Statement (available via the Company's website, www.livehire.com/investors) for further details.</p>

7.3	<p>Companies 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>	Yes	<p>The Company does not have an internal audit function. The Board considers the Audit and Risk Committee and financial control function, in conjunction with its Risk Management Policy, are sufficient processes for evaluating and continually improving the effectiveness of its risk management and internal control processes for a company of its size and complexity.</p> <p>Please refer to the Company's Audit and Risk Committee Charter and the Risk Management Policy (available via the Company's website, www.livehire.com/investors) for further details.</p>
7.4	<p>Companies should disclose whether it has any material exposure to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.</p>	Yes	<p>Currently the Company has no material exposure to any economic, environmental and social sustainability risks to disclose.</p> <p>In accordance with the Audit and Risk Committee Charter, the Audit and Risk Committee is responsible for reviewing whether the Company has any material exposure to any economic, environmental and social sustainability risks and, if so, developing strategies to manage such risks.</p> <p>Please refer to the Audit & Risk Committee Charter and the Risk Management Policy (available via the Company's website, www.livehire.com/investors) for further details.</p>
8	Remunerate fairly and responsibly		
8.1	<p>Companies should:</p> <p>(a) have a remuneration committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p>	Yes	<p>The Company has established a Nomination and Remuneration Committee which is governed by the Nomination & Remuneration Committee Charter.</p> <p>The Nomination and Remuneration Committee is currently constituted by Adam Zorzi (Chair and non-executive, independent Director), Geoff Morgan (non-executive, independent Director) and Michael Haywood (executive Director).</p>

	<p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(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> <p>(b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p>		<p>During the reporting period ending 30 June 2016, the Nomination and Remuneration Committee met on 2 occasions, at which all members were in attendance.</p> <p>Please refer to Remuneration Policy and the Nomination and Remuneration Committee Charter (available via the Company's website, www.livehire.com/investors) for further details.</p>
8.2	Companies should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.	Yes	<p>The Company's Remuneration Policy and Nomination and Remuneration Committee Charter discloses its policies and practices regarding the remuneration of Non-Executive Directors and the remuneration of executive directors and other senior executives.</p> <p>Please see the Remuneration Policy and Nomination and Remuneration Committee Charter (available via the Company's website, www.livehire.com/investors) for further details.</p>
8.3	<p>A company which has an equity-based remuneration scheme should:</p> <p>(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</p> <p>(b) disclose that policy or a summary of it.</p>	Yes	<p>The Company has adopted an employee incentive plan (EIP) to reward, retain and attract certain employees, consultants and directors of the Company (Participants).</p> <p>The Company's Security Trading Policy prohibits Participants from entering into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the EIP.</p> <p>Please see the Securities Trading Policy (available via the Company's website, www.livehire.com/investors) for further details.</p>

ANNEXURE A: BOARD SKILLS MATRIX

This Board skills matrix details the collective skills, knowledge, experience, personal attributes and other criteria the Board of Directors of LiveHire Ltd (**LVH**) currently believe are required for the good governance of LVH. The Board will assess all future candidates for Board positions, and the performance of its current members, against these criteria in accordance with the ASX Corporate Governance Principles and Recommendations.

Skill, Experience or Attribute
<i>Operational, Technical and Industry Skills</i>
1. Knowledge of Sector
2. Profile/Reputation
3. Information Technology
4. Markets Recognition and Influence
5. Public Relations and Marketing
<i>Compliance and Governance Skills</i>
1. Accounting and Finance
2. Legal and Risk
3. Leadership
4. Compliance and Corporate Governance
5. Director Experience
<i>Personal Attributes</i>
1. Innovative and Strategic
2. Common Sense and Sound Judgment
3. Professionalism, Ethics and Integrity
4. Team player/collaborative
5. Commitment to excellence
6. Honest and constructively critical
<i>Diversity</i>
1. Gender Diversity
2. Age Diversity

NB: The Chairperson should also have the personal attributes to effectively undertake usual Chairperson functions such as: chairing Board meetings; developing a constructive relationship with the CEO; successfully managing Board succession planning and Board performance; and representing/being a spokesperson for the company.