

**ANGEL SEAFOOD HOLDINGS LTD**  
**ACN 615 035 366**  
**(Company)**

**CORPORATE GOVERNANCE STATEMENT**

This Corporate Governance Statement discloses the extent to which the Company will, as at the date it is admitted to the official list of the ASX, follow the recommendations set by the ASX Corporate Governance Council in its publication Corporate Governance Principles and Recommendations (**Recommendations**). The Recommendations are not mandatory, however the Recommendations that will not be followed have been identified and reasons provided for not following them along with what (if any) alternative governance practices the Company intends to adopt in lieu of the Recommendation.

The Company has adopted a Corporate Governance Manual which provides the written terms of reference for the Company's corporate governance duties. This is available on the Company's website.

Recommendations	Comply	Explanation
<b>Principle 1: Lay solid foundations for management and oversight</b>		
<p>Recommendation 1.1</p> <p>A listed entity should disclose:</p> <p>(a) the respective roles and responsibilities of its board and management; and</p> <p>(b) those matters expressly reserved to the board and those delegated to management.</p>	Yes	<p>The Company has adopted a Board Charter that sets out the specific roles and responsibilities of the Board, the Chair and management and includes a description of those matters expressly reserved to the Board and those delegated to management.</p> <p>The Board Charter sets out the specific responsibilities of the Board, requirements as to the Board's composition, the roles and responsibilities of the Chairman and Company Secretary, the establishment, operation and management of Board Committees, Directors' access to Company records and information, details of the Board's relationship with management, details of the Board's performance review and details of the Board's disclosure policy.</p> <p>A copy of the Company's Board Charter, which is part of the Company's Corporate Governance Plan, is available on the Company's website.</p>
<p>Recommendation 1.2</p>	Yes	<p>The Company has guidelines for the appointment and selection of members of the Board in its Corporate Governance Plan. The Company's Nomination Committee Charter (in the Company's</p>

<p>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 relevant to a decision on whether or not to elect or re-elect a director.</p>		<p>Corporate Governance Plan) requires the Nomination Committee (or, in its absence, the Board) to ensure appropriate checks (including checks in respect of character, experience, education, criminal record and bankruptcy history (as appropriate)) are undertaken before appointing a person, or putting forward to security holders a candidate for election, as a Director.</p> <p>Under the Nomination Committee Charter, all material information relevant to a decision on whether or not to elect or re-elect a Director must be provided to security holders in the Notice of Meeting containing the resolution to elect or re-elect a Director.</p>
<p>Recommendation 1.3</p> <p>A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.</p>	Yes	<p>The Company's Nomination Committee Charter requires the Nomination Committee (or, in its absence, the Board) to ensure that each Director and senior executive is a party to a written agreement with the Company which sets out the terms of that Director's or senior executive's appointment. The Company has written agreements with each of its Directors and senior executives.</p>
<p>Recommendation 1.4</p> <p>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>	Yes	<p>The Board Charter outlines the roles, responsibility and accountability of the Company Secretary. In accordance with this, the Company Secretary is accountable directly to the Board, through the Chair, on all matters to do with the proper functioning of the Board.</p>
<p>Recommendation 1.5</p> <p>A listed entity 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>	Partially	<p>The Company has adopted a Diversity Policy which provides a framework for the Company to establish and achieve measurable diversity objectives, including in respect of gender diversity. The Diversity Policy allows the Board to set measurable gender diversity objectives, if considered appropriate, and to assess annually both the objectives if any have been set and the Company's progress in achieving them.</p> <p>The Diversity Policy is available, as part of the Corporate Governance Plan, on the Company's website.</p> <p>The Board does not presently intend to set measurable gender diversity objectives because:</p>

<p>(c) disclose as at the end of each reporting period:</p> <p>a. the measurable objectives for achieving gender diversity set by the board in accordance with the entity's diversity policy and its progress towards achieving them; and</p> <p>b. either:</p> <p>i. 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>ii. if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in the Workplace Gender Equality Act.</p>		<p>(a) the Board does not anticipate there will be a need to appoint any new Directors or senior executives due to, in the Board's view, the existing Directors and senior executives having sufficient skill and experience to carry out the Company's current plans; and</p> <p>(b) if it becomes necessary to appoint any new Directors or senior executives, the Board considered the application of a measurable gender diversity objective requiring a specified proportion of women on the Board and in senior executive roles will, given the size of the Company and the Board, unduly limit the Company from applying the Diversity Policy as a whole and the Company's policy of appointing based on skills and merit.</p> <p>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) for each financial year will be disclosed in the Company's Annual Report.</p>
<p>Recommendation 1.6</p> <p>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>	<p>Yes</p>	<p>The Company's Nomination Committee (or, in its absence, the Board) is responsible for evaluating the performance of the Board, its committees and individual Directors on an annual basis. It may do so with the aid of an independent advisor. The process for this is set out in the Company's Corporate Governance Plan, which is available on the Company's website.</p> <p>The Company's Corporate Governance Plan requires the Company to disclose whether or not performance evaluations were conducted during the relevant reporting period. The Company intends to complete performance evaluations in respect of the Board, its committees (if any) and individual Directors for each financial year in accordance with the above process.</p>
<p>Recommendation 1.7</p>	<p>Yes</p>	<p>The Company's Nomination Committee (or, in its absence, the Board) is responsible for evaluating the performance of the</p>

<p>A listed entity should:</p> <ul style="list-style-type: none"> <li>(a) have and disclose a process for periodically evaluating the performance of its senior executives; and</li> <li>(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</li> </ul>		<p>Company's senior executives on an annual basis. The Company's Remuneration Committee (or, in its absence, the Board) is responsible for evaluating the remuneration of the Company's senior executives on an annual basis. A senior executive, for these purposes, means key management personnel (as defined in the Corporations Act) other than a non-executive Director. The applicable processes for these evaluations can be found in the Company's Corporate Governance Plan, which is available on the Company's website.</p> <p>The Company's Corporate Governance Plan requires the Company to disclose whether or not performance evaluations were conducted during the relevant reporting period. The Company intends to complete performance evaluations in respect of the senior executives (if any) for each financial year in accordance with the applicable processes.</p>
<b>Principle 2: Structure the Board to add value</b>		
<p>Recommendation 2.1</p> <p>The board of a listed entity should:</p> <ul style="list-style-type: none"> <li>(a) have a nomination committee which: <ul style="list-style-type: none"> <li>a. has at least three members, a majority of whom are independent directors; and</li> <li>b. is chaired by an independent director,</li> </ul> </li> <li>and disclose: <ul style="list-style-type: none"> <li>c. the charter of the committee;</li> <li>d. the members of the committee; and</li> <li>e. 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</li> </ul> </li> </ul>	<p>Yes</p>	<p>The Board has determined that the function of the Nomination Committee is most efficiently carried out with full board participation and accordingly, the Company has elected not to establish a separate Nomination Committee at this stage.</p> <p>As a result, the duties that would ordinarily be assigned to the Nomination Committee under the Nomination Committee Charter are carried out by the full board.</p> <p>A copy of the Nomination Committee Charter is available on the Company's website.</p> <p>The Board will devote time at board meetings to discuss Board succession issues. All members of the Board are to be involved in the Company's nomination process, to the maximum extent permitted under the Corporations Act and ASX Listing Rules.</p>

meetings; or  (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, experience, independence and knowledge of the entity to enable it to discharge its duties and responsibilities effectively.		
Recommendation 2.2  A listed entity should have and disclose a board skill 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 Board skills matrix is set out in the Company's Corporate Governance Plan and shows that the Board of the Company is to be comprised of directors with a broad range of complementary technical, commercial, financial and other skills, experience and knowledge relevant to overseeing the business of the company.</p> <p>The Board skills matrix will be reviewed on at least an annual basis as a tool to assess the appropriate balance of skills, experience, independence and knowledge necessary for the Board to discharge its duties and responsibilities effectively.</p>
<p>Recommendation 2.3</p> <p>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 of the ASX Corporate Governance Principles and Recommendation (3rd Edition), 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 Charter requires the disclosure of the names of Directors considered by the Board to be independent. The Company will disclose those Directors it considers to be independent in its Annual Report and on the Company's website and ASX.</p> <p>The Board considers both Tim Goldsmith and Ashley Roff to be independent. Isaac Halman is not considered to be an independent director due to his executive role on the Board and due to the fact he will be a substantial shareholder of the Company following the Company's admission to the Official List of the ASX. Michael Porter is not considered to be an independent director due to his previous executive role on the Board.</p> <p>The Company's Annual Report will disclose the length of service of each Director, as at the end of each financial year.</p>
Recommendation 2.4	Yes	The Company's Board Charter requires that, where practical, the

A majority of the board of a listed entity should be independent directors.		<p>majority of the Board should be independent.</p> <p>The incoming Board will comprise a total of 4 directors, two of whom are considered to be independent, including the Chairman who has a casting vote.</p>
<p>Recommendation 2.5</p> <p>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>	Yes	<p>The Board Charter provides that where practical, the Chairman of the Board will be a non-executive director. The Chairman, Tim Goldsmith is an independent non-executive director and is not the same person as the Managing Director or CEO of the Company.</p>
<p>Recommendation 2.6</p> <p>A listed entity should have a program for inducting new directors and providing appropriate professional development opportunities for continuing directors to develop and maintain the skills and knowledge needed to perform their role as a director effectively</p>	Yes	<p>The Company's program for the induction of new directors is tailored to each new Director depending on their personal requirements, background skills, qualifications and experience and includes the provision of a formal letter of appointment and an induction pack containing sufficient information to allow the new Director to gain an understanding of the business of the Company and the roles, duties and responsibilities of Directors.</p> <p>All Directors are encouraged to undergo continual professional development and, subject to prior approval by the Chairman, all Directors have access to numerous resources and professional development training to address any skills gaps.</p> <p>In addition, opportunities to develop the skills and experience of individual board members are considered as part of the Company's annual board performance review process.</p>
<b>Principle 3: Act ethically and responsibly</b>		
<p>Recommendation 3.1</p> <p>A listed entity should:</p> <p>(a) have a code of conduct for its directors, senior executives and employees; and</p> <p>(b) disclose that code or a summary of it.</p>	Yes	<p>The Company has a Corporate Code of Conduct that applies to its Directors, employees and contractors.</p> <p>The Company's Corporate Code of Conduct is available on the Company's website.</p>

#### Principle 4: Safeguard integrity in financial reporting

##### Recommendation 4.1

The board of a listed entity should:

(a) have an audit committee which:

- a. has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and
- b. is chaired by an independent director, who is not the chair of the board

and disclose:

- c. the charter of the committee;
- d. the relevant qualifications and experience of the members of the committee; and
- e. 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 financial reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.

Yes

The Board has a designated and separate Audit and Risk Committee.

The Company Audit and Risk Committee has three members the majority of whom are non-executive Directors with the majority being independent. The Committee is chaired by a Director who is not the Chair of the Board and is independent.

The Audit and Risk Committee Charter and relevant qualifications of the members is available on the Company website. The Audit and Risk Committee will meet at least three times per year.

##### 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 the financial records of the entity have been properly maintained and that the financial statements comply with the

Yes

The Company's Audit and Risk Committee is responsible for ensuring that before the Board approves the Company's interim and annual financial reports.

The Company receives from its CEO and person fulfilling the role of CFO a declaration that the financial records of the Company have

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.		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.
<p>Recommendation 4.3</p> <p>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.</p>	Yes	For each AGM following admission to the Official List of ASX, the Company will ensure its external auditor attends the AGM (in person or by telephone) and is available to answer questions from security holders relevant to the audit.
<b>Principle 5: Make timely and balanced disclosure</b>		
<p>Recommendation 5.1</p> <p>A listed entity should:</p> <p>(a) have a written policy for complying with its continuous disclosure obligations under the ASX 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 which details the processes and procedures which have been adopted by the Company to ensure that it complies with its continuous disclosure obligations as required under the ASX Listing Rules and other relevant legislation.</p> <p>The Continuous Disclosure Policy is available on the Company's website.</p>
<b>Principle 6: Respect the rights of security holders</b>		
<p>Recommendation 6.1</p> <p>A listed entity should provide information about itself and its governance to investors via its website.</p>	Yes	Shareholders can access information about the Company and its governance (including its Constitution and adopted governance policies) from the Company's website on the "Corporate Governance" page.
<p>Recommendation 6.2</p> <p>A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors</p>	Yes	<p>The Company has adopted a Shareholder Communications Strategy which aims to promote and facilitate effective two-way communication with investors. The Strategy outlines a range of ways in which information is communicated to shareholders.</p> <p>A copy of the Company's Shareholder Communications Strategy policy is available on the Company's website.</p>



<p>Recommendation 6.3</p> <p>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	Shareholders have the option of electing to receive all shareholder communications by e-mail and can update their communication preferences with the Company's registrar at any time.
<b>Principle 7: Recognise and manage risk</b>		
<p>Recommendation 7.1</p> <p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <ul style="list-style-type: none"> <li>a. has at least three members, a majority of whom are independent directors; and</li> <li>b. is chaired by an independent director,</li> </ul> <p>and disclose:</p> <ul style="list-style-type: none"> <li>c. the charter of the committee;</li> <li>d. the members of the committee; and</li> <li>e. 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</li> </ul> <p>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the process it employs for overseeing the entity's risk management framework.</p>	Yes	<p>The Board has a designated and separate Audit and Risk Committee.</p> <p>The Company Audit and risk Committee has three members the majority of whom are non-executive Directors with the majority being independent. The Committee is chaired by a Director who is not the Chair of the Board and is independent.</p> <p>The Audit and Risk Committee Charter and relevant qualifications of the members is available on the Company website.</p> <p>The Audit and Risk Committee will meet at least three times per year. At each meeting, the Committee will fulfil the roles and responsibilities associated with overseeing risk and maintaining the Company's risk management framework.</p> <p>The Audit and Risk Committee Charter is available on the Company's website.</p>
<p>Recommendation 7.2</p> <p>The board or a committee of the board should:</p>	Yes	The Company's process for risk management and internal compliance includes a requirement to identify and measure risk, monitor the environment for emerging factors and trends that affect these risks, formulate risk management strategies and monitor the

<p>(a) review the entity's risk management framework with management 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>performance of risk management systems. The Company's Risk Management Policy details the Company's disclosure requirements with respect to the review of the Company's risk management procedures and internal compliance and controls.</p> <p>For each reporting period following the Company's admission to the Official List of the ASX, the Company will disclose in its annual report whether a review of the Company's risk management framework was undertaken in line with its Risk Management Policy.</p>
<p>Recommendation 7.3</p> <p>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>	Yes	<p>The Audit and Risk Committee is responsible for monitoring the need for a formal internal audit function. Due to the size and nature of the Company's operations, the Company does not consider it necessary to establish a formal internal audit committee at this stage.</p> <p>The Board has delegated responsibility for the management of risk. The effectiveness of the Company's risk management and internal control processes is subject to annual review by the Board.</p>
<p>Recommendation 7.4</p> <p>A listed entity should disclose whether, and if so how, it has regard to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.</p>	Yes	<p>The Company's Risk Management Policy details the Company's risk management systems which assist in identifying and managing potential or apparent business, economic, environmental and social sustainability risks (where appropriate).</p>
<b>Principle 8: Remunerate fairly and responsibly</b>		
<b>Recommendations</b>	<b>Comply</b>	<b>Explanation</b>
<p>Recommendation 8.1</p> <p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>i. has at least three members, a majority of whom are</p>	Yes	<p>Due to its size, the Board has determined that the function of the Remuneration Committee is most efficiently carried out with full board participation and accordingly, the Company has elected not to establish a separate Remuneration Committee at this stage.</p> <p>As a result, the duties that would ordinarily be assigned to the Remuneration Committee under the Remuneration Committee</p>

<p>independent directors; and</p> <p>ii. is chaired by an independent director</p> <p>and disclose:</p> <p>iii. the charter of the committee;</p> <p>iv. the members of the committee; and</p> <p>v. 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>Charter are carried out by the full board.</p> <p>The Remuneration Committee Charter is available on the Company's website.</p> <p>The Board will devote time at annual Board meetings to discuss the outcome of performance reviews of its Board and any senior executives, and to consider the level and composition of remuneration for Company directors and senior executives in line with its Remuneration Policy which has been developed under the guidance of an external remuneration consultant to ensure that such remuneration is appropriate and not excessive.</p>
<p>Recommendation 8.2</p> <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>Yes</p>	<p>The Company's policies and practices regarding the remuneration of non-executive and executive directors and other senior employees are set out in its Remuneration Policy, a copy of which is available on the Company's website.</p>
<p>Recommendation 8.3</p> <p>A listed entity 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>	<p>Yes</p>	<p>The Company's Remuneration Committee (the function of which is currently performed by the full Board) is responsible for the review and approval of any equity-based remuneration schemes offered to Directors and employees of the Company. Further, in accordance with the Remuneration Committee Charter, the Remuneration Committee is also responsible for granting permission, on a case by case basis, for scheme participants to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the Scheme.</p> <p>The Company's policy in this regard is set out in the Company's Remuneration Committee Charter, a copy of which is available on the Company's website.</p>

# CORPORATE GOVERNANCE MANUAL

ANGEL SEAFOOD  
HOLDINGS LTD

ACN 615 035 366

ANGEL  
SEAFOOD

## Angel Seafood Holdings Limited and its controlled entities:

### CORPORATE GOVERNANCE STATEMENT

The Board recognises the importance of establishing a comprehensive system of control and accountability as the basis for the administration of corporate governance.

To the extent relevant and practical, the Company has adopted a corporate governance framework that is consistent with The Corporate Governance Principles and Recommendations (3rd Edition) as published by ASX Corporate Governance Council ("Recommendations").

The Board has adopted the following suite of corporate governance policies and procedures which are contained within the Company's Corporate Governance Plan, a copy of which is available on the Company's website at

[www.angelseafood.com.au](http://www.angelseafood.com.au)

The Board is committed to administering the policies and procedures with openness and integrity, pursuing the true spirit of corporate governance commensurate with the Company's needs.

Considering the Company's size and nature, the Board considers that the current corporate governance regime is a fit-for-purpose, efficient, practical and cost-effective method of directing and managing the Company. As the Company's activities develop in size, nature and scope, the implementation of additional corporate governance policies and structures will be reviewed.

Following admission to the Official List of the ASX, the Company will be required to report any departures from the Recommendations on an annual basis. The Company's compliance and departures from the Recommendations as at the date of this Prospectus are set out on the following pages.

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## **SCHEDULE 1 – Board Charter**

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### **1. ROLE OF THE BOARD**

1.1. The role of the Board is to provide overall strategic guidance and effective oversight of management. The Board derives its authority to act from the Company's Constitution.

### **2. THE BOARD'S RELATIONSHIP WITH MANAGEMENT**

2.1. The Board shall delegate responsibility for day-to-day operations and administration of the Company to the Chief Executive Officer (CEO)/Managing Director (MD).

2.2. Specific limits on the authority delegated to the CEO/MD and the Executive Team must be set out in the Delegated Authorities approved by the Board.

2.3. The role of management is to support the CEO/MD and implement the running of the general operations and financial business of the Company, in accordance with the delegated authority of the Board.

2.4. In addition to formal reporting structures, members of the Board are encouraged to have direct communications with management and other employees within the Company and its subsidiaries to facilitate the carrying out of their duties as Directors.

### **3. SPECIFIC RESPONSIBILITIES OF THE BOARD**

3.1. In addition to matters it is expressly required by law to approve, the Board has reserved the following matters to itself:

- (a) Driving the strategic direction of the Company, ensuring appropriate resources are available to meet objectives and monitoring management's performance.
- (b) Appointment, and where necessary, the replacement, of the CEO/MD and other senior executives and the determination of their terms and conditions including remuneration and termination.
- (c) Approving the Company's remuneration framework.
- (d) Monitoring the timeliness and effectiveness of reporting to Shareholders.
- (e) Reviewing and ratifying systems of audit, risk management and internal compliance and control, codes of conduct and legal compliance to minimise the possibility of the Company operating beyond acceptable risk parameters.
- (f) Approving and monitoring the progress of major capital expenditure, capital management and significant acquisitions and divestitures.
- (g) Approving and monitoring the budget and the adequacy and integrity of financial and other reporting such that the financial performance of the company has sufficient clarity to be actively monitored.
- (h) Approving the annual, half yearly and quarterly accounts.
- (i) Approving significant changes to the organisational structure.



## SCHEDULE 1 – Board Charter

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(j) Approving decisions affecting the Company's capital, including determining the Company's dividend policy and declaring dividends.

(k) Recommending to shareholders the appointment of the external auditor as and when their appointment or re-appointment is required to be approved by them (in accordance with the ASX Listing Rules if applicable).

(l) Ensuring a high standard of corporate governance practice and regulatory compliance and promoting ethical and responsible decision making.

(m) Procuring appropriate professional development opportunities for Directors to develop and maintain the skills and knowledge needed to perform their role as Directors effectively.

### 4. COMPOSITION OF THE BOARD

4.1. The Board should comprise Directors with a mix of qualifications, experience and expertise which will assist the Board in fulfilling its responsibilities, as well as assisting the Company in achieving growth and delivering value to shareholders.

4.2. In appointing new members to the Board, consideration must be given to the demonstrated ability and future potential of the appointee to contribute to the ongoing effectiveness of the Board, to exercise sound business judgement, to commit the necessary time to fulfill the requirements of the role effectively and to contribute to the development of the strategic direction of the Company.

4.3. The composition of the Board is to be reviewed regularly against the Company's Board skills matrix prepared and maintained by the Remuneration and Nomination Committee to ensure the appropriate mix of skills, diversity and expertise is present to facilitate successful strategic direction.

4.4. Where practical, the majority of the Board should be comprised of non-executive Directors. Where practical, at least 50% of the Board should be independent.

(a) An independent Director is a director who is free of any interest, position, association or relationship that might influence, or reasonably be perceived to influence, in a material respect his or her capacity to bring an independent judgement to bear on issues before the Board and to act in the best interests of the Company and its security holders generally.

(b) In considering whether a Director is independent, the Board should consider the definition of what constitutes independence as detailed in Box 2.3 of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations 3rd Edition as set out in Annexure A (Independence Tests).

4.5. Prior to the Board proposing re-election of non-executive Directors, their performance will be evaluated by the Remuneration and Nomination Committee to ensure that they continue to contribute effectively to the Board.

4.6. The Company must disclose the length of service of each Director in, or in conjunction with, its Annual Report.



## SCHEDULE 1 – Board Charter

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4.7. The Company must disclose the relevant qualifications and experience of each Board Member in, or in conjunction with, its Annual Report.

### 5. DIRECTOR RESPONSIBILITIES

5.1. Where a Director has an interest, position, association or relationship of the type described in the Independence Tests, but the Board believes it does not compromise the independence of the Director, the Company must disclose the nature of the interest, position, association or relationship in question and an explanation of why the Board is of that opinion.

5.2. Directors must disclose their interests, positions, associations or relationships. The independence of the Directors should be regularly assessed by the Board considering the interests disclosed by them.

5.3. Directors are expected to bring their independent views and judgement to the Board and must declare immediately to the Board any potential or active conflicts of interest.

5.4. Directors must declare immediately to the Board, and the Board will determine whether to declare to the market, any loss of independence.

5.5. No member of the Board (other than a MD) may serve for more than three years or past the third annual general meeting following their appointment, whichever is the longer, without being re- elected by the shareholders.

### 6. THE ROLE OF THE CHAIRMAN

6.1. The Chairman is responsible for the leadership of the Board, ensuring it is effective, setting the agenda of the Board, conducting the Board meetings, ensuring then approving that an accurate record of the minutes of board meetings is held by the Company and conducting the shareholder meetings.

6.2. Where practical, the Chairman should be a non-executive Director. If a Chairman ceases to be an independent Director then the Board will consider appointing a lead independent Director.

6.3. Where practical, the CEO/MD should not be the Chairman of the Company during his term as CEO/MD or in the future.

6.4. The Chairman must be able to commit the time to discharge the role effectively.

6.5. The Chairman should facilitate the effective contribution of all Directors and promote constructive and respectful relations between Board members and management.

6.6. If the Chairman is absent from a meeting of the Board then the Board shall appoint a Chairman for that meeting in an acting capacity.

## SCHEDULE 1 – Board Charter

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### 7. BOARD COMMITTEES

7.1. Once the Board is of a sufficient size and structure, reflecting that the Company's operations are of a sufficient magnitude, to assist the Board in fulfilling its duties, the Board must establish the following committees, each with written charters:

- (a) Audit and Risk Committee; and
- (b) Remuneration and Nomination Committee.

7.2. The charter of each Committee must be approved by the Board and reviewed following any applicable regulatory changes.

7.3. The Board will ensure that the Committees are sufficiently funded to enable them to fulfill their roles and discharge their responsibilities.

7.4. Members of Committees are appointed by the Board. The Board may appoint additional Directors to Committees or remove and replace members of Committees by resolution.

7.5. The Company must disclose the members and Chairman of each Committee in, or in conjunction with, its annual report.

7.6. The minutes of each Committee meeting shall be provided to the Board at the next occasion the Board meets following approval of the minutes of such Committee meeting.

7.7. The Company must disclose in, or in conjunction with, its annual report, in relation to each reporting period relevant to a Committee, the number of times each Committee met throughout the period and the individual attendances of the members at those Committee meetings.

7.8. Where the Board does not consider that the Company will benefit from a separate committee:

- (a) the Board must carry out the duties that would ordinarily be assigned to that committee under the written terms of reference for that committee; and
- (b) the Company must disclose in, or in conjunction with, its annual report:
  - i) the fact a Committee has not been established; or
  - ii) if an Audit and Risk Committee has not been established, the processes the Board employs that independently verify and safeguard the integrity of its financial reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner, and the process it employs for overseeing the Company's risk management framework.

## SCHEDULE 1 – Board Charter

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### 8. BOARD MEETINGS

8.1. The Directors may determine the quorum necessary for the transaction of business at a meeting, however, until otherwise determined, there must be a majority of Directors present at a meeting to constitute a quorum.

8.2. The Board will schedule formal Board meetings at least quarterly and hold additional meetings, including by telephone, as may be required.

8.3. Non-executive Directors may confer at scheduled times without management being present.

8.4. The minutes of each Board meeting shall be prepared by the Company Secretary, approved by the Chairman and circulated to Directors after each meeting.

8.5. The Company Secretary shall ensure that the business at Board and committee meetings is accurately captured in the minutes.

8.6. The Company Secretary shall co-ordinate the timely completion and distribution of Board and committee papers for each meeting of the Board and any committee.

8.7. Minutes of meetings must be approved at the next Board meeting.

8.8. Further details regarding Board meetings are set out in the Company's Constitution.

### 9. THE COMPANY SECRETARY

9.1. When requested by the Board, the Company Secretary will facilitate the flow of information of the Board, between the Board and its Committees and between senior executives and non-executive Directors.

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

9.3. The Company Secretary is to facilitate the induction and professional development of Directors.

9.4. The Company Secretary is to facilitate and monitor the implementation of Board policies and procedures.

9.5. The Company Secretary is to provide advice to the Board on corporate governance matters, the application of the Company's Constitution, the ASX Listing Rules and applicable other laws.

9.6. All Directors have access to the advice and services provided by the Company Secretary.

9.7. The Board has the responsibility for the appointment and removal, by resolution, of the Company Secretary.

## **SCHEDULE 1 – Board Charter**

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### **10. ACCESS TO ADVICE**

10.1. All Directors have unrestricted access to company records and information except where the Board determines that such access would be adverse to the Company's interests.

10.2. All Directors may consult management and employees as required to enable them to discharge their duties as Directors.

10.3. The Board, Committees or individual Directors may seek independent external professional advice as considered necessary at the expense of the Company, subject to prior consultation with the Chairman. A copy of any such advice received is made available to all members of the Board.

### **11. PERFORMANCE REVIEW**

11.1. The Remuneration and Nomination Committee shall conduct an annual performance review of the Board that:

- (a) compares the performance of the Board with the requirements of its Charter;
- (b) critically reviews the mix of the Board; and
- (c) suggests any amendments to the Charter as are deemed necessary or appropriate.

## SCHEDULE 2 – Corporate Code of Conduct

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### 1. PURPOSE

1.1. The purpose of this Corporate Code of Conduct is to provide a framework for decisions and actions in relation to ethical conduct in employment. It underpins the Company's commitment to integrity and fair dealing in its business affairs and to a duty of care to all employees, clients and stakeholders. The document sets out the principles covering appropriate conduct in a variety of contexts and outlines the minimum standard of behavior expected from employees.

### 2. ACCOUNTABILITIES

#### *Managers and Supervisors*

2.1. Managers and supervisors are responsible and accountable for:

- (a) undertaking their duties and behaving in a manner that is consistent with the provisions of the Code of Conduct;
- (b) the effective implementation, promotion and support of the Code of Conduct in their areas of responsibility; and
- (c) ensuring employees under their control understand and follow the provisions outlined in the Code of Conduct.

#### *Employees*

2.2. All employees are responsible for:

- (a) undertaking their duties in a manner that is consistent with the provisions of the Code of Conduct;
- (b) reporting suspected corrupt conduct; and
- (c) reporting any departure from the Code of Conduct by themselves or others.

### 3. PERSONAL AND PROFESSIONAL BEHAVIOUR

3.1. When carrying out your duties, you should:

- (a) behave honestly and with integrity and report other employees who are behaving dishonestly;
- (b) carry out your work with integrity and to a high standard and, commit to the Company's policy of producing quality goods and services;
- (c) operate within the law at all times;
- (d) act in the best interests of the Company;
- (e) follow the policies of the Company; and
- (f) act in an appropriate business-like manner when representing the Company in public forums.

## SCHEDULE 2 – Corporate Code of Conduct

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### 4. CONFLICT OF INTEREST

4.1. Potential for conflict of interest arises when it is likely that you could be influenced, or it could be perceived that you are influenced by a personal interest when carrying out your duties. Conflicts of interest that lead to biased decision making may constitute corrupt conduct. Further information is listed below:

(a) Some situations that may give rise to a conflict of interest include situations where you have:

- i) financial interests in a matter the Company deals with or you are aware that your friends or relatives have a financial interest in the matter;
- ii) directorships management of outside organisations;
- iii) membership of boards of outside organisations;
- iv) personal relationships with people the Company is dealing with which go beyond the level of a professional working relationship;
- v) secondary employment, business, commercial, or other activities outside of the workplace which impacts on your duty and obligations to the Company;
- vi) access to information that can be used for personal gain; and
- vii) offer of an inducement.

(b) You may often be the only person aware of the potential for conflict. It is your responsibility to avoid any conflict from arising that could compromise your ability to perform your duties impartially. You must report any potential or actual conflicts of interest to your manager.

(c) If you are uncertain whether a conflict exists, you should discuss that matter with your manager and attempt to resolve any conflicts that may exist.

(d) You must not submit or accept any bribe, or other improper inducement. Any such inducements are to be reported to your manager.

### 5. PUBLIC AND MEDIA COMMENT

5.1. Individuals have a right to give their opinions on political and social issues in their private capacity as members of the community.

5.2. Employees must not make official comment on matters relating to the Company unless they are:

- (a) authorised to do so by the Chief Executive Officer/Managing Director; or
- (b) giving evidence in court; or
- (c) otherwise authorised or required to by law.

## **SCHEDULE 2 – Corporate Code of Conduct**

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5.3. Employees must not release unpublished or privileged information unless they have the authority to do so from the CEO/MD.

5.4. The above restrictions apply except where prohibited by law, for example in relation to “whistle-blowing”.

### **6. USE OF COMPANY RESOURCES**

6.1. Requests to use Company resources outside core business time should be referred to management for approval.

6.2. If employees are authorised to use Company resources outside core business times they must take responsibility for maintaining, replacing, and safeguarding the property and following any special directions or conditions that apply.

6.3. Employees using Company resources without obtaining prior approval could face disciplinary and/or criminal action. Company resources are not to be used for any private commercial purposes.

### **7. SECURITY OF INFORMATION**

7.1. Employees are to make sure that confidential and sensitive information cannot be accessed by unauthorised persons. Sensitive material should be securely stored overnight or when unattended. Employees must ensure that confidential information is only disclosed or discussed with people who are authorised to have access to it. It is considered a serious act of misconduct to deliberately release confidential documents or information to unauthorised persons, and may incur disciplinary action.

### **8. INTELLECTUAL PROPERTY/COPYRIGHT**

8.1. Intellectual property includes the rights relating to scientific discoveries, industrial designs, trademarks, service marks, commercial names and designations, and inventions and is valuable to the Company.

8.2. The Company is the owner of intellectual property created by employees during their employment unless a specific prior agreement has been made. Employees must obtain written permission to use any such intellectual property from the Company Secretary/Chairman before making any use of that property for purposes other than as required in their role as employee.

## **SCHEDULE 2 – Corporate Code of Conduct**

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### **9. DISCRIMINATION AND HARASSMENT**

9.1. Employees must not harass, discriminate, or support others who harass and discriminate against colleagues or members of the public on the grounds of sex, pregnancy, marital status, age, race (including their colour, nationality, descent, ethnic or religious background), physical or intellectual impairment, homosexuality or transgender.

9.2. Such harassment or discrimination may constitute an offence under legislation. The Company's executives should understand and apply the principles of equal employment opportunity.

### **10. CORRUPT CONDUCT**

10.1. Corrupt conduct involves the dishonest or partial use of power or position which results in one person/group being advantaged over another. Corruption can take many forms including, but not limited to:

- (a) official misconduct;
- (b) bribery and blackmail;
- (c) unauthorised use of confidential information;
- (d) fraud; and
- (e) theft.

10.2. Corrupt conduct will not be tolerated by the Company. Disciplinary action up to and including dismissal will be taken in the event of any employee participating in corrupt conduct.

### **11. OCCUPATIONAL HEALTH AND SAFETY**

11.1. It is the responsibility of all employees to act in accordance with occupational health and safety legislation, regulations and policies applicable to their respective organisations and to use security and safety equipment provided.

11.2. Specifically, all employees are responsible for safety in their work area by:

- (a) following the safety and security directives of management;
- (b) advising management of areas where there is potential problem in safety and reporting suspicious occurrences; and
- (c) minimising risks in the workplace.



## **SCHEDULE 2 – Corporate Code of Conduct**

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### **12. LEGISLATION**

12.1. It is essential that all employees comply with the laws and regulations of the countries in which we operate. Violations of such laws may have serious consequences for the Company and any individuals concerned. Any known violation must be reported immediately to management.

### **13. FAIR DEALING**

13.1. The Company aims to succeed through fair and honest competition and not through unethical or illegal business practices. Each employee should endeavour to deal fairly with the Company's suppliers, customers and other employees.

### **14. INSIDER TRADING**

14.1. All employees must observe the Company's "Trading Policy". In conjunction with the legal prohibition on dealing in the Company's securities when in possession of unpublished price sensitive information, the Company has established specific time periods and approval requirements for when Directors and key management personnel are permitted to buy and sell the Company's securities.

### **15. RESPONSIBILITIES TO INVESTORS**

15.1. The Company strives for full, fair and accurate disclosure of financial and other information on a timely basis and in accordance with its continuous disclosure obligations.

### **16. BREACHES OF THE CODE OF CONDUCT**

16.1. Employees should note that breaches of certain sections of this Code of Conduct may be punishable under legislation.

16.2. Breaches of this Code of Conduct may lead to disciplinary action. The process for disciplinary action is outlined in Company policies and guidelines, relevant industrial awards and agreements.

### **17. REPORTING MATTERS OF CONCERN**

17.1. Employees are encouraged to raise any matters of concern in good faith with the head of their business unit or with the Company Secretary or CEO/MD, without fear of retribution.

## **SCHEDULE 3 – Audit and Risk Committee Charter**

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### **1. ROLE**

1.1. The role of the Audit and Risk Committee is to assist the Board in monitoring and reviewing any matters of significance affecting financial reporting and compliance. This Charter defines the Audit and Risk Committee's function, composition, mode of operation, authority and responsibilities.

### **2. COMPOSITION**

2.1. The Board will strive to adhere to the following composition requirements for the Committee where at all possible. However, the Board acknowledges that the composition of the Board may not allow adherence to the following composition requirements from time to time.

- (a) The Committee must comprise at least three members.
- (b) All members of the Committee must be non-executive Directors.
- (c) A majority of the members of the Committee must be independent non- executive Directors in accordance with the criteria set out in Annexure A.
- (d) The Board will appoint members of the Committee. The Board may remove and replace members of the Committee by resolution.
- (e) All members of the Committee must be able to read and understand financial statements.
- (f) The Chairman of the Committee must not be the Chairman of the Board of Directors and must be independent.
- (g) The Chairman shall have leadership experience and a strong finance, accounting or business background.
- (h) The external auditors, the other Directors, the Managing Director/Chief Executive Officer, Chief Financial Officer, Company Secretary and senior executives, may be invited to Committee meetings at the discretion of the Committee.

### **3. PURPOSE**

3.1. The primary purpose of the Committee is to assist the Board in fulfilling its statutory and fiduciary responsibilities relating to:

- (a) the quality and integrity of the Company's financial statements, accounting policies and financial reporting and disclosure practices;
- (b) compliance with all applicable laws, regulations and company policy;
- (c) the effectiveness and adequacy of internal control processes;
- (d) the performance of the Company's external auditors and their appointment and removal;
- (e) the independence of the external auditor and the rotation of the lead engagement partner;

## SCHEDULE 3 – Audit and Risk Committee Charter

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(f) the identification and management of business, economic, environmental and social sustainability risks; and

(g) the review of the Company's risk management framework at least annually to satisfy itself that it continues to be sound and to determine whether there have been any changes in the material business risks the Company faces and to ensure that they remain within the risk appetite set by the Board.

3.2. A secondary function of the Committee is to perform such special reviews or investigations as the Board may consider necessary.

### 4. DUTIES AND RESPONSIBILITIES OF THE COMMITTEE

#### *Review of Financial Reports*

4.1. Review the appropriateness of the accounting principles adopted by management in the financial reports and the integrity of the Company's financial reporting.

4.2. Oversee the financial reports and the results of the external audits of those reports.

4.3. Assess whether external reporting is adequate for shareholder needs.

4.4. Assess management processes supporting external reporting.

4.5. Establish procedures for treatment of accounting policies.

4.6. Review the impact of any proposed changes in accounting policies on the financial statements.

4.7. Review the quarterly, half yearly and annual results.

4.8. Ensure that, before the Board approves the Company's financial statements for a financial period, the CEO/MD and Chief Financial Officer (or, if none, the person(s) fulfilling those functions) have declared that, in their opinion, the financial records of the Company have been properly maintained and that the financial statements comply with the appropriate accounting standards and give true and fair view of the financial position and performance of the Company and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.

#### *Relationship with External Auditors*

4.9. Recommend to the Board procedures for the selection and appointment of external auditors and for the rotation of external auditor partners.

4.10. Review performance, succession plans and rotation of lead engagement partner.

4.11. Approve the external audit plan and fees proposed for audit work to be performed.

4.12. Discuss any necessary recommendations to the Board for the approval of quarterly, half yearly or Annual Reports.

## SCHEDULE 3 – Audit and Risk Committee Charter

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- 4.13. Review the adequacy of accounting and financial controls together with the implementation of any recommendations of the external auditor in relation thereto.
- 4.14. Meet with the external auditors at least twice in each financial year and at any other time the Committee considers appropriate.
- 4.15. Provide pre-approval of audit and non-audit services that are to be undertaken by the external auditor.
- 4.16. Ensure adequate disclosure as may be required by law of the Committee's approval of all non-audit services provided by the external auditor.
- 4.17. Ensure that the external auditor prepares and delivers an annual statement as to their independence which includes details of all relationships with the Company.
- 4.18. Receive from the external auditor their report on, among other things, critical accounting policies and alternative accounting treatment, prior to the filing of their audit report in compliance with the ASX Listing Rules and the Corporations Act 2001(Cth) (as applicable).
- 4.19. Ensure that the external auditor attends the Company's Annual General Meeting and is available to answer questions from security holders relevant to the audit.

### *Internal Audit Function*

- 4.20. Monitor the need for a formal internal audit function and its scope.
- 4.21. Assess the performance and objectivity of any internal audit procedures that may be in place.
- 4.22. Review risk management and internal compliance procedures.
- 4.23. Monitor the quality of the accounting function.
- 4.24. Review the internal controls of the Company via consideration of any comments from the Company's internal and/or external auditors and/or commissioning an independent report on the Company's internal controls.

### *Risk Management*

- 4.25. Oversee the Company's risk management systems, practices and procedures to ensure effective risk identification and management and compliance with internal guidelines and external requirements.
- 4.26. Assist in identifying and managing potential or apparent business, economic, environmental and social sustainability risks (if appropriate).
- 4.27. Review the Company's risk management framework at least annually to satisfy itself that it continues to be sound.
- 4.28. Review reports by management on the efficiency and effectiveness of the Company's risk management framework and associated internal compliance and control procedures.

## SCHEDULE 3 – Audit and Risk Committee Charter

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### *Other*

4.29. The Committee will oversee the Company's environmental risk management and occupational health and safety processes.

4.30. The Committee will oversee procedures for whistle-blower protection.

4.31. As contemplated by the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations, and to the extent that such deviation or waiver does not result in any breach of the law, the Committee may approve any deviation or waiver from the "Corporate code of conduct". Any such waiver or deviation will be promptly disclosed where required by applicable law.

4.32. Monitor related party transactions.

## 5. MEETINGS

5.1. The Committee will meet at least twice in each financial year and additionally as circumstances may require for it to undertake its role effectively.

5.2. Meetings are called by the Committee Secretary as directed by the Board or at the request of the Chairman of the Committee.

5.3. Where deemed appropriate by the Chairman of the Committee, meetings and subsequent approvals and recommendations can be implemented by a circular written resolution or conference call.

5.4. A quorum shall consist of two members of the Committee. In the absence of the Chairman of the Committee or their nominees, the members shall elect one of their members as Chairman of that meeting.

5.5. Decisions will be based on a majority of votes with the Committee Chairman having a casting vote.

5.6. The Committee Chairman, through the Secretary, will prepare a report of the actions of the Committee to be included in the Board papers for the next Board meeting.

5.7. Minutes of each meeting are included in the papers for the next full Board meeting after each Committee meeting.

## **SCHEDULE 3 – Audit and Risk Committee Charter**

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### **6. SECRETARY**

6.1. The Company Secretary or their nominee shall be the Secretary of the Committee and shall attend meetings of the Committee as required.

6.2. The Secretary will be responsible for keeping the minutes of meetings of the Committee and circulating them to Committee members and to the other members of the Board.

6.3. The Secretary shall distribute supporting papers for each meeting of the Committee as far in advance as possible.

### **7. RELIANCE ON INFORMATION OR PROFESSIONAL OR EXPERT ADVICE**

7.1. Each member of the Committee is entitled to rely on information, or professional or expert advice, to the extent permitted by law, given or prepared by:

- (a) an employee of the Company (or a subsidiary of the Company) whom the member believes on reasonable grounds to be reliable and competent in relation to the matters concerned;
- (b) a professional adviser or expert in relation to matters that the member believes on reasonable grounds to be within the person's professional or expert competence; or
- (c) another Director or officer of the Company (or a subsidiary of the Company) in relation to matters within the Director's or officer's authority.

### **8. ACCESS TO ADVICE**

8.1. Members of the Committee have rights of access to management and to the books and records of the Company to enable them to discharge their duties as Committee members, except where the Board determines that such access would be adverse to the Company's interests.

8.2. Members of the Committee may meet with the auditors, both internal and external, without management being present.

8.3. Members of the Committee may consult independent legal counsel or other advisers they consider necessary to assist them in carrying out their duties and responsibilities, subject to prior consultation with the Chairman of the Board. Any costs incurred because of the Committee consulting an independent expert will be borne by the Company.

## **SCHEDULE 3 – Audit and Risk Committee Charter**

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### **9. REVIEW OF CHARTER**

9.1. The Board will conduct an annual review of the membership to ensure that the Committee has carried out its functions in an effective manner, and will update the Charter as required or because of new laws or regulations.

9.2. The Charter shall be made available to members on request, to senior management, to the external auditor and to other parties as deemed appropriate and will be posted to the Company's website.

### **10. REPORT TO THE BOARD**

10.1. The Committee must report to the Board formally at the next Board meeting following from the last Committee meeting on matters relevant to the Committee's role and responsibilities.

10.2. The Committee must brief the Board promptly on all urgent and significant matters.

## SCHEDULE 4 – Remuneration and Nomination Committee Charter

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### 1. ROLE

1.1. The role of the Remuneration and Nomination Committee is to assist the Board in monitoring and reviewing:

- (a) any matters of significance affecting the remuneration of the Board and employees of the Company; and
- (b) any matters of significance affecting the composition of the Board and the Executive Team.

1.2. This Charter defines the Remuneration and Nomination Committee's function, composition, mode of operation, authority and responsibilities.

### 2. COMPOSITION

2.1. The Board will strive to adhere to the following composition requirements for the Committee where at all possible. However, the Board acknowledges that the composition of the Board may not allow adherence to the following composition requirements from time to time.

- (a) The Committee shall comprise at least three non-executive Directors, the majority of whom must be independent. If the Company is included in S&P/ASX 300 Index, all the directors on the Committee shall be independent non-executive directors as required in the Listing Rules.
- (b) The Committee will be chaired by an independent non-executive Director who will be appointed by the Board.
- (c) The Board may appoint additional non-executive Directors to the Committee or remove and replace members of the Committee by resolution.

### 3. PURPOSE

3.1. The primary purpose of the Committee is to support and advise the Board in:

- (a) fulfilling its responsibilities to shareholders by:
  - i) reviewing and approving the executive remuneration policy to enable the Company to attract and retain executives and Directors who will create value for shareholders;
  - ii) ensuring that the executive remuneration policy demonstrates a clear relationship between key executive performance and remuneration;
  - iii) recommending to the Board the remuneration of executive Directors;
  - iv) fairly and responsibly rewarding executives having regard to the performance of the Company and its subsidiaries, the performance of the executive and the prevailing remuneration expectations in the market;
  - v) reviewing the Company's recruitment, retention and termination policies and procedures for senior management;



## SCHEDULE 4 – Remuneration and Nomination Committee Charter

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- vi) reviewing and approving the remuneration of direct reports to the Chief Executive Officer Managing Director, and as appropriate other senior executives;
  - vii) reviewing and approving any equity based plans and other incentive schemes;
  - viii) clearly distinguishing the structure of non-executive director's remuneration from that of executive directors and senior executives;
  - ix) where applicable, complying with its Listing Rule obligations relating to the remuneration of key management personnel; and
  - x) where applicable, reviewing any votes cast against adoption of the Company's remuneration report at its annual general meeting (Strikes);
- (b) maintaining a Board that has an appropriate mix of skills, diversity and experience to be an effective decision-making body; and
- (c) ensuring that the Board is comprised of Directors who contribute to the successful management of the Company and discharge their duties having regard to the law and the highest standards of corporate governance.

### 4. DUTIES AND RESPONSIBILITIES

#### *Executive Remuneration Policy*

- 4.1. Review and approve the Company's (and its subsidiaries') recruitment, retention and termination policies and procedures for senior executives to enable the Company to attract and retain executives and Directors who can create value for shareholders.
- 4.2. Review the on-going appropriateness and relevance of the executive remuneration policy and other executive benefit programs.
- 4.3. Ensure that remuneration policies fairly and responsibly reward executives having regard to the performance of the Company, the performance of the executive and prevailing remuneration expectations in the market.

#### *Executive Directors and Senior Management*

- 4.4. Consider and make recommendations to the Board on the remuneration for each executive Director (including base pay, incentive payments, equity awards, retirement rights, service contracts) having regard to the executive remuneration policy.
- 4.5. Review and approve the proposed remuneration (including incentive awards, equity awards and service contracts) for the direct reports of the Chief Executive Officer/Managing Director. As part of this review the Committee will oversee an annual performance evaluation of the senior executive team. This evaluation is based on specific criteria, including the business performance of the Company and its subsidiaries, whether strategic objectives are being achieved and the development of management and personnel.
- 4.6. Approve changes to the remuneration or contract terms of executive Directors and direct reports to the Chief Executive Officer/Managing Director.

## SCHEDULE 4 – Remuneration and Nomination Committee Charter

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4.7. Approve termination payments to executive Directors or direct reports to the Chief Executive Officer/Managing Director. Termination payments to other departing executives should be reported to the Committee at its next meeting.

### *Executive Incentive Plans*

4.8. Review and approve the design of any executive incentive plans (Plans).

4.9. Review and approve any Plans that may be introduced in the light of legislative, regulatory and market developments.

4.10. For each Plan, determine each year whether awards will be made under that Plan.

4.11. Review and approve total proposed awards under each Plan.

4.12. In addition to considering awards to executive Directors and direct reports to the Chief Executive Officer/Managing Director, review and approve proposed awards under each Plan on an individual basis for executives as required under the rules governing each Plan or as determined by the Committee.

4.13. Review, approve and keep under review performance hurdles for each Plan.

4.14. Review, manage and disclose the policy (if any) under which participants to a Plan may be permitted (at the discretion of the Company) to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the Plan.

### *Strikes received against the remuneration report*

4.15. Review any eligible votes cast at the AGM against the remuneration report and take these into account in complying with paragraphs 4.8-4.11 above.

4.16. Make any necessary recommendations to the Board in relation to the review referred to in paragraph 4.12 above; and

4.17. Where considered necessary, engage a remuneration consultant to advise the Board in relation to this issue (but only after first obtaining approval of the Board or the Remuneration and Nomination Committee).

### *Nomination*

4.18. Periodically review and consider the structure and balance of the Board and make recommendations regarding appointments, retirements and terms of office of Directors.

4.19. Make recommendations to the Board on the appropriate size and composition of the Board.

4.20. Identify and recommend to the Board candidates for the Board after considering the necessary and desirable competencies of new Board members to ensure the appropriate mix of skills, diversity and experience and after assessment of how the candidates can contribute to the strategic direction of the Company.

## SCHEDULE 4 – Remuneration and Nomination Committee Charter

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4.21. Undertake appropriate checks before appointing a candidate, or putting forward to security holders a candidate for election, as a Director, including checks in respect of character, experience, education, criminal record and bankruptcy history (as appropriate).

4.22. Ensure that all material information relevant to a decision on whether or not to elect or re-elect a Director will be provided to security holders in the Notice of Meeting containing the resolution to elect or re-elect a Director, including:

- (a) biographical details (including relevant qualifications and experience and skills);
- (b) details of any other material directorships currently held by the candidate;
- (c) where standing as a Director for the first time, any material adverts information revealed by the checks, details of any interest, position, association or relationship that might materially influence their capacity to be independent and act in the best interests of the Company and its shareholders, and a statement whether the Board considers the candidate is considered to be independent;
- (d) where standing for re-election as a Director, the term of office served by the Director and a statement whether the Board considers the candidate is considered to be independent; and
- (e) a statement by the Board whether it supports the election or re-election of the candidate.

4.23. Ensure that each Director and senior executive is a party to a written agreement with the Company which sets out the terms of that Director's or senior executive's appointment. For these purposes, a senior executive is a member of key management personnel, being a person with authority and responsibility for planning, directing and controlling the activities of the Company, directly or indirectly, other than a Director.

4.24. Prepare and maintain a Board skills matrix setting out the mix of skills, diversity and diversity that the Board currently has (or is looking to achieve). The Company must disclose this matrix in, or in conjunction with, its Annual Report.

4.25. Approve and review induction and continuing professional development programs and procedures for Directors to ensure that they can effectively discharge their responsibilities.

4.26. Assess and consider the time required to be committed by a non- executive Director to properly fulfill their duty to the Company and advise the Board.

4.27. Consider and recommend to the Board candidates for election or re- election to the Board at each annual shareholders' meeting.

4.28. Review Directorships in other public companies held by or offered to Directors and senior executives of the Company.

4.29. Review succession plans for the Board with a view to maintaining an appropriate balance of skills and experience on the Board.

4.30. Arrange an annual performance evaluation of the Board, its Committee, individual Directors and senior executives as appropriate.

## **SCHEDULE 4 – Remuneration and Nomination Committee Charter**

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### *Other*

4.31. The Committee shall perform other duties and activities that it or the Board considers appropriate.

## **5. MEETINGS**

5.1. The Committee will meet at least once per year and additionally as circumstances may require.

5.2. Meetings are called by the Committee Secretary as directed by the Board or at the request of the Chairman of the Committee.

5.3. A quorum shall comprise any two members of the Committee. In the absence of the Committee Chairman or appointed delegate, the members shall elect one of their members as Chairman.

5.4. Where deemed appropriate by the Chairman of the Committee, meetings and subsequent approvals may be held or concluded by way of a circular written resolution or a conference call.

5.5. Decisions will be based on a majority of votes with the Committee Chairman having the casting vote.

5.6. The Committee may invite any executive management team members or other individuals, including external third parties, to attend meetings of the Committee, as they consider appropriate.

## **6. SECRETARY**

6.1. The Company Secretary or their nominee shall be the Secretary of the Committee, and shall attend meetings of the Committee as required.

6.2. The Secretary will be responsible for keeping the minutes of meeting of the Committee and circulating them to Committee members and to the other members of the Board.

6.3. The Secretary shall distribute supporting papers for each meeting of the Committee as far in advance as possible.

## **SCHEDULE 4 – Remuneration and Nomination Committee Charter**

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### **7. RELIANCE ON INFORMATION OR PROFESSIONAL OR EXPERT ADVICE**

7.1. Each member of the Committee is entitled to rely on information, or professional or expert advice, to the extent permitted by law, given or prepared by:

- (a) an employee of the Company (or a subsidiary of the Company) whom the member believes on reasonable grounds to be reliable and competent in relation to the matters concerned;
- (b) a professional adviser or expert in relation to matters that the member believes on reasonable grounds to be within the person's professional or expert competence; or
- (c) another Director or officer of the Company (or a subsidiary of the Company) in relation to matters within the Director's or officer's authority.

### **8. ACCESS TO ADVICE**

8.1. Members of the Committee have rights of access to the books and records of the Company to enable them to discharge their duties as Committee members, except where the Board determines that such access would be adverse to the Company's interests.

8.2. The Committee may consult independent experts to assist it in carrying out its duties and responsibilities. Any costs incurred because of the Committee consulting an independent expert will be borne by the Company. A remuneration consultant may only be engaged after obtaining the prior approval of the Remuneration and Nomination Committee or the Board.

### **9. REVIEW OF CHARTER**

9.1. The Board will conduct an annual review of the membership to ensure that the Committee has carried out its functions in an effective manner, and will update the Charter as required or as a result of new laws or regulations.

9.2. The Charter shall be made available to members on request, to senior management, to the external auditor and to other parties as deemed appropriate and will be posted to the Company's website.

### **10. REPORTING**

10.1. The Committee must report to the Board formally at the next Board meeting following from the last Committee meeting on matters relevant to the Committee's role and responsibilities.

10.2. The Committee must brief the Board promptly on all urgent and significant matters.

10.3. The Company must disclose the policies and practices regarding the remuneration of non-executive directors, executive directors and other senior executives in the annual report and as otherwise required by law.

## SCHEDULE 5 – Performance Evaluation Policy

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### 1. DUTIES AND RESPONSIBILITIES

1.1. The Remuneration and Nomination Committee will arrange a performance evaluation of the Board, its Committees, individual Directors and senior executives on an annual basis as appropriate. To assist in this process an independent advisor may be used.

1.2. The Remuneration and Nomination Committee will conduct an annual review of the role of the Board, assess the performance of the Board over the previous 12 months and examine ways of assisting the Board in performing its duties more effectively.

1.3. The review will include:

- (a) comparing the performance of the Board with the requirements of its Charter;
- (b) examination of the Board's interaction with management;
- (c) the nature of information provided to the Board by management; and
- (d) management's performance in assisting the Board to meet its objectives.

1.4. A similar review may be conducted for each Committee by the Board with the aim of assessing the performance of each Committee and identifying areas where improvements can be made.

1.5. The Remuneration and Nomination Committee will oversee the evaluation of the remuneration of the Company's senior executives. This evaluation must be based on specific criteria, including the business performance of the Company and its subsidiaries, whether strategic objectives are being achieved and the development of management and personnel.

1.6. The Company must disclose, in relation to each financial year, whether or not the relevant annual performance evaluations have been conducted in accordance with the above processes.

## SCHEDULE 6 – Continuous Disclosure Policy

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### 1. GENERAL

1.1. This policy will apply for so long as the Company is listed on the ASX.

1.2. The Company must comply with continuous disclosure requirements arising from legislation and the ASX Listing Rules.

1.3. Price sensitive information is publicly released through ASX before it is disclosed to shareholders and market participants. Distribution of other information to shareholders and market participants is also managed through disclosure to the ASX.

1.4. Information is posted on the Company's website after the ASX confirms an announcement has been made, with the aim of making the information readily accessible to the widest audience.

### 2. LISTING RULE OBLIGATIONS

2.1. The general rule, in accordance with ASX Listing Rule 3.1, is that once the Company becomes aware of any information concerning it that a reasonable person would expect to have a material effect on the price or value of the Company's securities, the Company must immediately disclose that information to the ASX. The very limited exceptions to this rule are contained in Listing Rule 3.1A.

2.2. Where the Company has assessed that there is a disclosure obligation but is not able to issue an announcement "immediately" (i.e. promptly and without delay), it should request a trading halt, so that trading in the Company's securities does not occur on an uninformed basis. Where the resolution of the disclosure issue is likely to take longer than the maximum of two trading days permitted by a trading halt, the Company may request a voluntary suspension.

2.3. Guidance note 8 has been issued by ASX to assist listed entities, their directors and advisors in complying with the continuous disclosure obligations.

### 3. POLICY

3.1. The Company's policy with respect to continuous disclosure focuses on continuous disclosure compliance and improving access to information for investors.

3.2. All announcements (and media releases) must be:

- (a) prepared in compliance with ASX Listing Rules continuous disclosure requirements;
- (b) factual and not omit material information; and
- (c) expressed in a clear and objective manner to allow investors to assess the impact of the information when making investment decisions.

## **SCHEDULE 6 – Continuous Disclosure Policy**

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3.3. The Company's protocol in relation to the review and release of ASX announcements (and media releases) is as follows:

- (a) All key announcements at the discretion of the Managing Director Chief Executive Officer are to be circulated to and reviewed by all members of the Board.
- (b) All members of the Board are required to seek to provide the CEO/MD (or in her/his absence, the Company Secretary) with a verbal or written contribution in respect of each key announcement, prior to its release.
- (c) Any relevant parties named in the announcement should also be given the opportunity to review the announcement prior to its release, to confirm all information is factually correct.
- (d) The CEO/MD (and in his/her absence, the Chairman) is to be given the final sign off before release to the ASX of the announcement.

3.4. Information is posted on the Company's website after the ASX confirms an announcement has been made, with the aim of making the information readily accessible to the widest audience.

### **4. THE COMPANY SECRETARY**

4.1. The Company Secretary is responsible for:

- (a) overseeing and coordinating disclosure of information to the relevant stock exchanges and shareholders in a timely manner;
- (b) providing guidance to Directors and employees on disclosure requirements and procedures; and
- (c) maintaining a copy of all announcements released.

4.2. To enable the Company Secretary to comply with its obligations above, the Board shall:

- (a) ensure that the Company Secretary has the necessary knowledge about potentially price sensitive matters relating to the Company and its operations;
- (b) in the case of announcements requiring the approval of a full board: be available to meet at short notice to approve the announcement; and
- (c) in the case of announcements that do not require the approval of a full board:
  - i) give appropriate delegations to senior management, or
  - ii) have a disclosure committee in place which can meet at short notice or by phone,
- (d) to release the required announcement;
- (e) ensure that the Chairman is available for immediate approval of any request for a trading halt.



## SCHEDULE 6 – Continuous Disclosure Policy

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4.3. The Company Secretary shall monitor major national and local, newspapers, social media sites and enquiries from journalists and analysts for any signs that price sensitive information may have leaked or ceased to be confidential, in which case, it shall discuss with ASX whether a trading halt is required. This is particularly relevant during any periods of negotiation or while waiting on Board approval of an announcement.

4.4. Where possible, the Company Secretary shall adopt (and the Board shall provide all necessary approvals for) the following practices:

- (a) be prepared with draft leak announcements in respect of material transactions – which can be updated as required;
- (b) develop policies to enable a quick decision to be made whether a disclosure obligation arises – including but not limited to having in place external advisers who can provide advice at short notice;
- (c) a streamlined trading halt authorisation policy; and
- (d) the appointment of another executive within the Company who can be responsible for continuous disclosure in the Company Secretary's absence.

## SCHEDULE 7 – Risk Management Policy

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### 1. DUTIES AND RESPONSIBILITIES

1.1. The Board determines the Company's "risk profile" and is responsible for overseeing and approving risk management strategy and policies, internal compliance and internal control.

1.2. The Board has delegated to the Audit and Risk Committee responsibility for implementing the risk management system.

1.3. The Audit and Risk Committee will submit particular matters to the Board for its approval or review. Among other things it will:

- (a) oversee the Company's risk management systems, practices and procedures to ensure effective risk identification and management and compliance with internal guidelines and external requirements;
- (b) assist management to determine whether it has any material exposure to economic, environmental and/or social sustainability risks (as those terms are defined in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations) and, if it does, how it manages, or intends to manage, those risks;
- (c) assist management to determine the key risks to the businesses and prioritise work to manage those risks; and
- (d) review reports by management on the efficiency and effectiveness of risk management and associated internal compliance and control procedures.

1.4. The Company's process of risk management and internal compliance and control includes:

- (a) identifying and measuring risks that might impact upon the achievement of the Company's goals and objectives, and monitoring the environment for emerging factors and trends that affect these risks;
- (b) formulating risk management strategies to manage identified risks, and designing and implementing appropriate risk management policies and internal controls; and
- (c) monitoring the performance of, and improving the effectiveness of, risk management systems and internal compliance and controls, including regular assessment of the effectiveness of risk management and internal compliance and control.

1.5. To this end, comprehensive practices are in place that are directed towards achieving the following objectives:

- (a) compliance with applicable laws and regulations;
- (b) preparation of reliable published financial information; and
- (c) implementation of risk transfer strategies where appropriate e.g. insurance.

## SCHEDULE 7 – Risk Management Policy

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1.6. The responsibility for undertaking and assessing risk management and internal control effectiveness is delegated to management. Management is required to assess risk management and associated internal compliance and control procedures and report back at each Audit and Risk Committee at least annually.

1.7. The Board will review assessments of the effectiveness of risk management and internal compliance and control at least annually.

1.8. The Company must disclose at least annually whether the Board (or a committee of the Board) has completed a review of the Company's risk management framework to satisfy itself that it continues to be sound.

1.9. The Company will disclose if it has any material exposure to economic, environmental and/or social sustainability risks (as those terms are defined in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations) and, if it does, how it manages, or intends to manage, those risks.

## **SCHEDULE 8 – Trading Policy**

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### **1. INTRODUCTION**

1.1. These guidelines set out the policy on the sale and purchase of securities in the Company by its Key Management Personnel and other employees and contractors.

1.2. Key Management Personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any Director (whether executive or otherwise) of that entity.

1.3. The Company has determined that its Key Management Personnel are its Directors and those employees directly reporting to the CEO/MD.

1.4. Key Management Personnel are encouraged to be long-term holders of the Company's securities. However, it is important that care is taken in the timing of any purchase or sale of such securities.

1.5. The purpose of these guidelines is to assist Key Management Personnel and other persons to avoid conduct known as 'insider trading'. In some respects, the Company's policy extends beyond the strict requirements of the Corporations Act 2001 (Cth).

1.6. These guidelines do not replace your legal obligations. The boundary between what is (and is not) in breach of the law is not always clear. If in doubt, do not trade.

### **2. WHAT TYPES OF TRANSACTIONS ARE COVERED BY THIS POLICY?**

2.1. This policy applies to the sale, purchase and holding of any securities of the Company and its subsidiaries on issue from time to time.

## SCHEDULE 8 – Trading Policy

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### 3. PROHIBITION ON INSIDER TRADING

#### *Prohibition*

3.1. Insider trading is a criminal offence. It may also result in civil liability. In broad terms, a person will be guilty of insider trading if:

- (a) that person possesses information which is not generally available to the market and, if it were generally available to the market, would be likely to have a material effect on the price or value of the Company's securities (i.e. information that is 'price sensitive'); and
- (b) that person:
  - i) buys or sells securities in the Company; or
  - ii) advises, encourages or procures someone else to buy, sell or hold securities in the Company;
  - iii) advise or encourages someone else to advise or encourage another person to buy, sell or hold securities in the Company; or
  - iv) passes on that information to a third party where that person knows, or ought reasonably to know, that the third party would be likely to buy, sell or hold the securities or procure someone else to buy, sell or hold the securities of the Company.

#### *Examples*

3.2. To illustrate the prohibition described above, the following are possible examples of price sensitive information which, if made available to the market, may be likely to materially affect the price of the Company's securities:

- (a) the Company considering a major acquisition or disposal;
- (b) the threat of major litigation against the Company;
- (c) the Company's financial position;
- (d) the Company's revenue and profit or loss results materially exceeding (or falling short of) the market's expectations;
- (e) a material change in debt, liquidity or cash flow;
- (f) a significant new development proposal (e.g. new product or technology);
- (g) the grant or loss of a major contract or license;
- (h) a management or business restructuring proposal;
- (i) a share issue proposal;
- (j) an agreement or option to acquire an interest in a significant asset, or to enter into a joint venture or earn-in or earn-out arrangement in relation to a significant asset;
- (k) under subscriptions or over subscriptions to an issue of securities; and
- (l) giving or receiving a notice of intention to make a takeover.

## SCHEDULE 8 – Trading Policy

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### *Dealing through third parties*

3.3. The insider trading prohibition extends to dealings by individuals through nominees, agents or other associates, such as family members, family trusts and family companies (referred to as “Associates” in these guidelines).

### *Information however obtained*

3.4. It does not matter how or where the person obtains the information, it does not have to be obtained from the Company to constitute inside information. The relevant information can also include rumors, matters of supposition, intentions of a person (including the Company), and information, which is insufficiently definite to warrant disclosure to the public. It also does not matter why you are trading.

### *Securities in other companies*

3.5. The prohibition in paragraph 3.1 also applies to the securities of other companies with which the Company may be dealing. Trading in those securities (or encouraging/advising others to do so) is prohibited where an individual possesses information which is not generally available to the market and is ‘price sensitive’. For example, where an individual is aware that the Company is about to sign a major agreement with another company, they should not buy securities in either the Company or the other company.

### *Exceptions/Defences*

3.6. There are certain exceptions and defences to the prohibition, including acquisitions of shares or options by employees made under certain forms of employee share or option schemes. There are certain legislative requirements that will apply before you can rely on these exceptions or defences and you should seek independent legal advice or contact the Company Secretary if you hold price sensitive information and intend to rely on any of these exceptions or defences.

## 4. ADDITIONAL RESTRICTIONS ON TRADING IN THE COMPANY’S SECURITIES

### *General rule*

4.1. In addition to the prohibition set out in section 3 above, Key Management Personnel must not, except in exceptional circumstances deal in securities of the Company during the following periods:

- (a) two weeks prior to, and 48 hours after the release of the Company’s Annual Financial Report;
- (b) two weeks prior to, and 48 hours after the release of the Half Year Financial Report of the Company; and
- (c) two weeks prior to, and 48 hours after the release of the Company’s quarterly reports (if applicable),

(together the **Closed Periods**).

## SCHEDULE 8 – Trading Policy

4.2. The Company may at its discretion vary this rule in relation to a particular Closed Periods by general announcement to all Key Management Personnel either before or during the Closed Periods.

4.3. However, if a Key Management Personnel is in possession of price sensitive information which is not generally available to the market, then he or she must not deal in the Company's securities at any time.

### *No short-term trading in the Company's securities*

4.4. Key Management Personnel should never engage in short-term trading of the Company's securities except for the exercise of options where the shares will be sold shortly thereafter.

### *Exceptions*

4.5. Subject always to the prohibition in paragraph 3.1 above, Key Management Personnel may at any time:

- (a) acquire ordinary shares in the Company by conversion of securities giving a right of conversion to ordinary shares;
- (b) acquire Company securities under a bonus issue made to all holders of securities of the same class;
- (c) acquire Company securities under a dividend reinvestment, or top-up plan that is available to all holders or securities of the same class;
- (d) acquire, or agree to acquire or exercise options under an employee incentive scheme (as that term is defined in the ASX Listing Rules);
- (e) withdraw ordinary shares in the Company held on behalf of the Key Management Personnel in an employee incentive scheme (as that term is defined in the ASX Listing Rules) where the withdrawal is permitted by the rules of that scheme;
- (f) acquire ordinary shares in the Company because of the exercise of options held under an employee option scheme;
- (g) transfer securities of the Company already held into a superannuation fund or other saving scheme in which the restricted person is a beneficiary;
- (h) make an investment in, or trade in units of, a fund or other scheme (other than a scheme only investing in the securities of the Company) where the assets of the fund or other scheme are invested at the discretion of a third party;
- (i) where a restricted person is a trustee, trade in the securities of the Company by that trust, provided the restricted person is not a beneficiary of the trust and any decision to trade during a prohibited period is taken by the other trustees or by the investment managers independently of the restricted person;
- (j) undertake to accept, or accept, a takeover offer;

## SCHEDULE 8 – Trading Policy

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(k) trade under an offer or invitation made to all or most of the security holders, such as a rights issue, a security purchase plan, a dividend or distribution reinvestment plan and an equal access buy-back, where the plan that determines the timing and structure of the offer has been approved by the Board. This includes decisions relating to whether or not to take up the entitlements and the sale of entitlements required to provide for the take up of the balance of entitlements under a renounceable pro rata issue;

(l) dispose of securities of the Company resulting from a secured lender exercising their rights, for example, under a margin lending arrangement;

(m) exercise (but not sell securities following exercise) an option or a right under an employee incentive scheme, or convert a convertible security, where the final date for the exercise of the option or right, or the conversion of the security, falls during a prohibited period or the Company has had a number of consecutive prohibited periods and the restricted person could not reasonably have been expected to exercise it at a time when free to do so; or

(n) trade under a non discretionary trading plan for which prior written clearance has been provided in accordance with procedures set out in this Policy.

4.6. In respect of any share or option plans adopted by the Company, it should be noted that it is not permissible to provide the exercise price of options by selling the shares acquired on the exercise of these options unless the sale of those shares occurs outside the periods specified in paragraph 4.1.

4.7. Were this to occur at a time when the person possessed inside information, then the sale of Company securities would be a breach of insider trading laws, even though the person's decision to sell was not influenced by the inside information that the person possessed, and the person may not have made a profit on the sale. Where Company securities are provided to a lender as security by way of mortgage or charge, a sale that occurs under that mortgage or charge as a consequence of default would not breach insider trading laws.

### *Notification of periods when Key Management Personnel are not permitted to trade*

4.8. The Company Secretary will endeavour to notify all Key Management Personnel of the times when they are not permitted to buy or sell the Company's securities as set out in paragraph 4.1.

## 5. APPROVAL AND NOTIFICATION REQUIREMENTS

### *Approval requirements*

5.1. Any Key Management Personnel (other than the Chairman) wishing to buy, sell or exercise rights in relation to the Company's securities at any time must obtain the prior written approval of the Chairman or the Board before doing so.

5.2. If the Chairman wishes to buy, sell or exercise rights in relation to the Company's securities at any time, the Chairman must obtain the prior approval of the Board before doing so.



## SCHEDULE 8 – Trading Policy

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### *Approvals to buy or sell securities*

5.3. All requests to buy or sell securities as referred to in paragraph 5.1 must include the intended volume of securities to be purchased or sold and an estimated time frame for the sale or purchase.

5.4. Copies of written approvals must be forwarded to the Company Secretary prior to the approved purchase or sale transaction.

### *Notification*

5.5. Subsequent to approval obtained in accordance with paragraphs 5.1 and 5.2, any Key Management Personnel who (or through his or her Associates) buys, sells, or exercises rights in relation to Company securities must notify the Company Secretary in writing of the details of the transaction within two (2) business days of the transaction occurring. This notification obligation operates at all times and includes applications for acquisitions of shares or options by employees made under employee share or option schemes and also applies to the acquisition of shares as a result of the exercise of options under an employee option scheme.

### *Key Management Personnel sales of securities*

5.6. Key Management Personnel need to be mindful of the market perception associated with any sale of Company securities and possibly the ability of the market to absorb the volume of shares being sold. With this in mind, the management of the sale of any significant volume of Company securities (i.e. a volume that would represent a volume in excess of 10% of the total securities held by the seller prior to the sale, or a volume to be sold that would be in excess of 10% of the average daily traded volume of the shares of the Company on the ASX for the preceding 20 trading days) by a Key Management Personnel needs to be discussed with the Board and the Company's legal advisers prior to the execution of any sale. These discussions need to be documented in the form of a file note, to be retained by the Company Secretary.

### *Exemption from Closed Periods restrictions due to exceptional circumstance*

5.7. Key Management Personnel who are not in possession of inside information in relation to the Company, may be given prior written clearance by the Managing Director/Chief Executive Officer (or in the case of the Managing Director/Chief Executive Officer by all other members of the Board) to sell or otherwise dispose of Company securities in a Closed Period where the person is in severe financial hardship or where there are exceptional circumstances as set out in this policy.

### *Severe financial hardship or exceptional circumstances*

5.8. The determination of whether a Key Management Personnel is in severe financial hardship will be made by the CEO/MD (or in the case of the CEO/MD by all other members of the Board).

5.9. A financial hardship or exceptional circumstances determination can only be made by examining all the facts and if necessary obtaining independent verification of the facts from banks, accountants or other like institutions.

## SCHEDULE 8 – Trading Policy

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### *Financial hardship*

5.10. Key Management Personnel may be in severe financial hardship if they have a pressing financial commitment that cannot be satisfied other than by selling the securities of the Company.

5.11. In the interests of an expedient and informed determination by the CEO/MD (or all other members of the Board as the context requires), any application for an exemption allowing the sale of Company securities in a Closed Period based on financial hardship must be made in writing stating all the facts and be accompanied by copies of relevant supporting documentation, including contact details of the person's accountant, bank and other such independent institutions (where applicable).

Any exemption, if issued, will be in writing and shall contain a specified time period during which the sale of securities can be made.

### *Exceptional circumstances*

5.12. Exceptional circumstances may apply to the disposal of Company securities by a Key Management Personnel if the person is required by a court order, a court enforceable undertaking for example in a bona fide family settlement, to transfer or sell securities of the Company, or there is some other overriding legal or regulatory requirement to do so.

5.13. Any application for an exemption allowing the sale of Company securities in a Closed Period based on exceptional circumstances must be made in writing and be accompanied by relevant court and/or supporting legal documentation (where applicable).

5.14. Any exemption, if issued, will be in writing and shall contain a specified time period during which the sale of securities can be made.

## 6. ASX NOTIFICATION FOR DIRECTORS

6.1. The ASX Listing Rules require the Company to notify the ASX within 5 business days after any dealing in securities of the Company (either personally or through an Associate) which results in a change in the relevant interests of a Director in the securities of the Company. The Company has made arrangements with each Director to ensure that the Director promptly discloses to the Company Secretary all the information required by the ASX.

## 7. EFFECT OF COMPLIANCE WITH THIS POLICY

7.1. Compliance with these guidelines for trading in the Company's securities does not absolve that individual from complying with the law, which must be the overriding consideration when trading in the Company's securities.

## SCHEDULE 9 – Diversity Policy

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### 1. INTRODUCTION

- 1.1. The Company and all its related bodies corporate are committed to workplace diversity.
- 1.2. The Company recognises the benefits arising from employee and Board diversity, including a broader pool of high quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.
- 1.3. Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.
- 1.4. To the extent practicable, the Company will consider the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations where appropriate to the Company.
- 1.5. The Diversity Policy does not form part of an employee's contract of employment with the Company, nor gives rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, the Diversity Policy forms a direction of the Company with which an employee is expected to comply.

### 2. OBJECTIVES

- 2.1. The Diversity Policy provides a framework for the Company to achieve:
- (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
  - (b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
  - (c) improved employment and career development opportunities for women;
  - (d) a work environment that values and utilises the contribution of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
  - (e) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity, (collectively, the Objectives).
- 2.2. The Diversity Policy does not impose on the Company, its directors, officers, agents or employee any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia.

## SCHEDULE 9 – Diversity Policy

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### 3. RESPONSIBILITIES

#### *The Board's commitment*

3.1. The Board is committed to workplace diversity and supports representation of women at the senior level of the Company and on the Board where appropriate.

3.2. The Board is responsible for developing measurable objectives and strategies to meet the objectives of the Diversity Policy (Measurable Objectives) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below. The Board shall annually assess any Measurable Objectives (if any), and the Company's progress towards achieving them.

3.3. The Board may also set Measurable Objectives for achieving gender diversity and monitor their achievement.

3.4. The Board will consider conducting all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

#### *Strategies*

3.5. The Company's diversity strategies may include:

- (a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- (b) reviewing succession plans to ensure an appropriate focus on diversity;
- (c) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- (d) developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including, workplace development programs, mentoring programs and targeted training and development;
- (e) developing a culture which takes account of domestic responsibilities of employees; and
- (f) any other strategies the Board develops from time to time.

## **SCHEDULE 9 – Diversity Policy**

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### **4. MONITORING AND EVALUATION**

- 4.1. The Chairman will monitor the scope and currency of this policy.
- 4.2. The Company is responsible for implementing, monitoring and reporting on the Measurable Objectives.
- 4.3. Measurable Objectives (if any) as set by the Board will be included in the annual key performance indicators for the Chief Executive Officer/Managing Director and senior executives.
- 4.4. In addition, the Board will review progress against the Measurable Objectives (if any) as a key performance indicator in its annual performance assessment.

### **5. REPORTING**

- 5.1. The Company will disclose, for each financial year:
- (a) any Measurable Objectives set by the Board;
  - (b) progress against these Measurable Objectives; and
  - (c) either:
    - i) the respective proportions of men and women on the Board, in senior executive positions (including how the Company has defined “senior executive” for these purposes) and across the whole Company; or
    - ii) if the entity is a “relevant employer” under the Workplace Gender Equality Act, the entity’s most recent “Gender Equality Indicators”, as defined in the Workplace Gender Equality Act.

## SCHEDULE 10 – Shareholder Communications Strategy

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### 1. DUTIES AND RESPONSIBILITIES

1.1. The Board of the Company aims to ensure that the shareholders are informed of all major developments affecting the Company's state of affairs.

1.2. Information is communicated to shareholders through:

- (a) the Annual Report delivered by post or via email (if requested by the shareholder) and which is also released to Australian Securities Exchange (ASX) and placed on the Company's website;
- (b) the half yearly report which is released to ASX and also placed on the Company's website;
- (c) the quarterly reports which are released to ASX and also placed on the Company's website;
- (d) disclosures and announcements made to the ASX copies of which are placed on the Company's website;
- (e) notices and explanatory statements of Annual General Meetings (AGM) and General Meetings (GM) copies of which are released to ASX and placed on the Company's website;
- (f) the Chairman's address and the CEO/MD's address made at the AGMs and the GMs, copies of which are released to ASX and placed on the Company's website;
- (g) the Company's website on which the Company posts all announcements which it makes to the ASX; and
- (h) the auditor's lead engagement partner being present at the AGM to answer questions from shareholders about the conduct of the audit and the preparation and content of the auditor's report.

1.3. As part of the Company's developing investor relations program, Shareholders can register with the Company to receive email notifications of when an announcement is made by the Company to the ASX, including the release of the Annual Report, half yearly reports and quarterly reports. Links are made available to the Company's website on which all information provided to the ASX is immediately posted.

1.4. Shareholders are encouraged to participate at all GMs and AGMs of the Company. Upon the dispatch of any notice of meeting to Shareholders, the Company Secretary shall send out material with that notice of meeting stating that all Shareholders are encouraged to participate at the meeting.

1.5. Historical Annual Reports of the Company are provided on the Company's website.

1.6. Shareholders queries should be referred to the Company Secretary in the first instance.

## ANNEXURE A – Definition of Independence

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1.1 Examples of interests, positions, associations and relationships that might cause doubts about the independence of a director include if the director:

- (a) is, or has been, employed in an executive capacity by the Company or any of its child entities and there has not been a period of at least three years between ceasing such employment and serving on the board;
- (b) is, or has within the last three years been, a partner, director or senior employee of a provider of material professional services or a material consultant to the Company or any of its child entities;
- (c) is, or has been within the last three years, in a material business relationship (e.g. as a supplier or customer) with the Company or any of its child entities, or an officer of, or otherwise associated with, someone with such a relationship;
- (d) is a substantial security holder of the Company or an officer of, or otherwise associated with, a substantial security holder of the Company;
- (e) has a material contractual relationship with the Company or its child entities other than as a director;
- (f) has close family ties with any person who falls within any of the categories described above; or
- (g) has been a director of the Company for such a period that his or her independence may have been compromised.

1.2 In each case, the materiality of the interest, position, association or relationship needs to be assessed to determine whether it might interfere, or might reasonably be seen to interfere, with the director's capacity to bring an independent judgement to bear on issues before the Board and to act in the best interests of the Company and its security holders generally.

## ANNEXURE B – Performance Evaluation

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### *Board, Committees and Individual Directors*

The Nomination Committee (or, where there is no Nomination Committee, the full board) will conduct an annual review of the role of the Board, assess the performance of the Board over the previous 12 months and examine ways of assisting the Board in performing its duties more effectively. To assist in this process an independent advisor may be used.

The review will include:

- (a) comparing the performance of the Board with the requirements of its Charter;
- (b) examination of the Board's interaction with management;
- (c) the nature of information provided to the Board by management;
- (d) management's performance in assisting the Board to meet its objectives.
- (e) a critical review of the mix of skills, experience and diversity of the Board;
- (f) consideration of any opportunities for professional development and training which may improve the performance of the Board and its individual members.

A similar review may be conducted for each Committee by the Board with the aim of assessing the performance of each Committee and identifying areas where improvements can be made.

### *Executive Team*

The Remuneration Committee (or, where there is no Remuneration Committee, the non-executive directors of the Board) will oversee the evaluation of the remuneration of the Company's senior executives, including the Chief Executive Officer. To assist in this process an independent advisor may be used.

Performance Evaluations of senior executives are based on specific criteria, including the business performance of the Company and its subsidiaries, whether strategic objectives are being achieved and the development of management and personnel.

### *Disclosure*

The Company must disclose, in relation to each financial year, whether or not the relevant annual performance evaluations of the Board, committees, individual directors and senior management have been conducted in accordance with the above processes.



## ANNEXURE C – Skills Matrix

The Board of the Company is comprised of directors with a broad range of technical, commercial, financial and other skills, experience and knowledge relevant to overseeing the business of a research and development company.

The composition of the Board will be reviewed on an annual basis with reference to the Company's skills matrix which is used as a tool to assess the appropriate balance of skills, experience, independence and diversity necessary for the Board to discharge its duties and responsibilities effectively.

A summary of the collective skills, experience, independence and diversity of the Board is set out below and is current as at October 2017.

The Company seeks to achieve a collectively "high" level of skill, professional experience or expertise across all of the categories identified in its matrix. Where there are gaps in the skills of the Board, these are filled through the employment of suitably experienced senior executives and/or the engagement of professional experts and consultants.

### ANGEL SEAFOOD HOLDINGS LTD BOARD SKILLS MATRIX

		NAME	Tim Goldsmith	Ashley Roff	Michael Porter	Issac Halman	Average
		POSITION	Non-Exec Chairman	Non-Exec Director	Non-Exec Director	Operations Director	
SKILLS, EXPERIENCE AND EXPERTISE	INDEPENDENCE	INDEPENDENCE	YES	YES	NO	NO	
		STRATEGY	3	3	3	3	3
		CORPORATE GOVERNANCE	2	3	3	1	2.25
		RISK & COMPLIANCE	3	3	3	2	2.75
		LEGAL	2	3	2	1	2
		HEALTH / SAFETY / ENVIRONMENT	2	2.5	3	2	2.375
		INVESTOR / PUBLIC REPUBLIC	2	2.5	3	1	2.125
	INDUSTRY	TECHNICAL	1	2	2	3	2
		REGULATORY	2	3	2	3	2.5
		PRODUCT DEVELOPMENT	2	2	2	3	2.25
		SALES & MARKETING	2	2	2	3	2.25
		COMMERCIAL OPERATIONAL	3	3	3	3	3
	FINANCE	FINANCIAL / ACCOUNTING	3	2	3	2	2.5
		CAPITAL MARKETS	3	3	3	1	2.5
		MERGERS & ACQUISITIONS	3	3	3	2	2.75
	DIVERSITY	ETHNICITY	English	Aust	NZ/Aust	Aust	
		YEAR OF BIRTH	1963	1963	1973	1979	
		GENDER	Male	Male	Male	Male	

Skills Ratings:

- 3 High level of skill, professional experience or expertise
- 2 Competent level of skill, professional experience or expertise
- 1 Developing level of skill, professional experience or expertise
- 0 No skill, professional experience or expertise