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## BY EMAIL

6 December 2012

Tonia Oliveira  
ASX Limited  
Level 8, Exchange Plaza  
2, The Esplanade  
Perth WA 6000

Dear Tonia

### **Response to ASX Query – Annual Report Corporate Governance Disclosures**

In response to your letter dated 29 November 2012, Pharmanet Group Limited (ASX: PNO) (**Company**) provides the following additional information regarding compliance with ASX Listing Rule 4.10.3, and in particular, Principle 3 of the ASX Corporate Governance Principles and Recommendations with 2010 Amendments.

#### **Recommendation 3.2**

*“Companies should establish a policy concerning diversity and disclose the policy or a summary of that policy. The policy should include requirements for the board to establish measurable objectives for achieving gender diversity and for the board to assess annually both the objectives and progress in achieving them.”*

The Company does not currently have a formal gender diversity policy in place. However, its recruitment is fundamentally driven by identifying the best candidate for all positions regardless of gender. Based on the current scale of activities of the Company, there is no set objective to achieve a certain percentage of female employees in the workforce.

The Board does not currently believe that the adoption of a formal gender diversity policy would significantly improve the functions currently performed by the Board.

#### **Recommendation 3.2**

*“Companies should disclose in each annual report the measurable objectives for achieving gender diversity set by the board in accordance with the diversity policy and progress towards achieving them.”*

Given the Company's small size and stage of development, the Board considers it impractical at this time to set measurable diversity objectives and adopt a formal gender diversity policy.

**Recommendation 3.4**

*"Companies should disclose in each annual report the proportion of women employees in the whole organisation, women in senior executive positions and women on the board."*

The Company currently has eight employees, of which three are male and five are female. There are no women in senior executive positions or on the Board. However, while the Board considers this to be appropriate at this stage of the Company's development, the Company will review this requirement annually as the circumstances of the Company change.

**Recommendation 3.5**

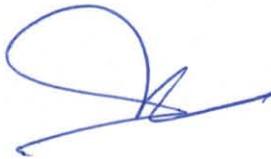
*"Companies should provide the information indicated in the Guide to reporting on Principle 3."*

The Company does not have a formal gender diversity policy at this stage of development, and consequently, did not provide the information indicated in the Guide to reporting on Principle 3.

The Company will ensure that these matters are addressed in the corporate governance statement of the Annual Report in the future.

Please contact me if you require any further information.

Yours sincerely



**John Palermo**  
Director



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29 November 2012

Mr John Palermo  
Company Secretary  
Pharmanet Group Limited

By Email: [JPalermo@palermo.com.au](mailto:JPalermo@palermo.com.au)

Dear John

**PHARMANET GROUP LIMITED (“Company”)**

We refer to the corporate governance section of the Company’s annual report for the year ended 30 June 2012 (“Annual Report”) released to the market on 28 September 2012 and in particular to the reporting against principle 3 dealing with diversity.

Listing rule 4.10.3 requires that an entity include in its annual report:

*“A statement disclosing the extent to which the entity has followed the recommendations set by the ASX Corporate Governance Council during the reporting period. If the entity has not followed all of the recommendations the entity must identify those recommendations that have not been followed and give reasons for not following them. If a recommendation had been followed for only part of the period, the entity must state the period during which it had been followed.”*

Principle 3 of the 2010 amendments to the 2nd edition of the ASX Corporate Governance Principles and Recommendations states that Companies should actively promote ethical and responsible decision-making and that:

*“Companies should publish their policy concerning diversity, or a summary of that policy, and disclose annually their measurable objectives for achieving gender diversity, their progress toward achieving those objectives and the proportion of women in the whole organisation, in senior management postings and on the board.”*

More specifically the following recommendations set out in more detail the requirements:

Recommendation 3.2

*“Companies should establish a policy concerning diversity and disclose the policy or a summary of that policy. The policy should include requirements for the board to establish measurable objectives for achieving gender diversity and for the board to assess annually both the objectives and progress in achieving them.”*

Recommendation 3.3

*“Companies should disclose in each annual report the measurable objectives for achieving gender diversity set by the board in accordance with the diversity policy and progress towards achieving them.”*

Recommendation 3.4

*“Companies should disclose in each annual report the proportion of women employees in the whole organisation, women in senior executive positions and women on the board.”*

Recommendation 3.5

*“Companies should provide the information indicated in the Guide to reporting on Principle 3.”*

The Listed Entities Updates dated 1 October 2010 and 7 February 2012, reminded listed entities of their obligation to report under the 2010 amendments to the 2nd edition of the ASX Corporate Governance Principles and Recommendations as set out above in their annual report for their first financial year commencing on or after 1 January 2011.

ASX Listings (ASXL) has reviewed the diversity policy disclosures in the annual reports of all entities. Upon our review of the Company's Annual Report, ASXL could not identify a statement in the annual report confirming whether the Company had followed or not followed the diversity recommendations of the Council.

ASXL attaches particular importance to encouraging a consistently high standard of listed entities' disclosures about the Council's corporate governance recommendations.

In light of the Company's non-disclosure in respect of the diversity recommendations in its Annual Report, ASXL requires that the Company make additional disclosure to the market in compliance with listing rule 4.10.3 about the extent to which the Company has followed or not followed each of the diversity recommendations of the Council.

The additional disclosure should be sent to me by e-mail at [tonia.oliveira@asx.com.au](mailto:tonia.oliveira@asx.com.au) or by facsimile on facsimile number (08) 9221 2020. It should not be sent to ASX Market Announcements. This is requested as soon as possible and, in any event, not later than 9.30am WST/A.E.S.T. on Thursday, 6 December 2012.

Under listing rule 18.7A, a copy of this letter and the additional disclosure will be released to the market, so your response should be presented in a suitable form.

Should the Company fail to do so, ASXL may consider suspending the Company's securities from quotation until the Company releases to the market a diversity policy that discloses the required information.

If you have any queries about this letter, or about the Council's recommendations and the Company's reporting obligations in relation to those recommendations, please contact me immediately.

Yours sincerely,

*[sent electronically without signature]*

Tonia Oliveira  
**Senior Adviser, Listings (Perth)**