



Perth, 5 December 2012

Ms Tonia Oliveira  
Senior Adviser, Listings (Perth)  
ASX Ltd  
Exchange Plaza  
Perth WA 6000

By email: Tonia.Oliveira@asx.com.au

Dear Tonia

**RE: KORAB RESOURCES LIMITED (“COMPANY”)**

Thank you for your letter referring to corporate governance section of the Company’s annual report for the year ended 30 June 2012 (“Annual Report”) and in particular to the reporting against principle 3 dealing with diversity.

Please find below additional information regarding the principle 3 dealing with diversity which is provided in addition to the disclosures made in the Annual Report:

**Explanations for departures from best practice recommendations**

<b>Principle Reference</b>	<b>Recommendation Reference</b>	<b>Notification of Departure</b>	<b>Explanation for Departure</b>
3	3.2, 3.3, 3.5	The Company has not adopted a formal diversity policy	The parent Company does not have either full time or part time employees. The contractors supplying services to the Company observe their own diversity and equal opportunity policies. The Board is confident that Korab Group’s recruitment practices result in the employment of the most suitable candidate without discriminating unfairly against any potential employee on the basis of gender, age, ethnicity, culture, or on any other basis.

**Female employees**

As at 30 June 2012 the parent company had no part time or full time employees.

As at 30 June 2012 the proportion of males and females employed by Korab Group (including local and overseas subsidiaries) was as follows:

	Male	Female	Total	% Female
Directors	4	0	4	0%
Senior executives	3	1	4	25%
Other	9	3	12	25%
Total	16	4	20	20%

Sincerely yours



Andrej K Karpinski, FAICD, FFin  
**KORAB RESOURCES LIMITED**  
**COMPANY SECRETARY**



ASX Compliance Pty Limited  
ABN 26 087 780 489  
Level 8 Exchange Plaza  
2 The Esplanade  
PERTH WA 6000

GPO Box D187  
PERTH WA 6840

Telephone 61 8 9224 0000  
Facsimile 61 8 9221 2020

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

29 November 2012

Mr Andrej Karpinski  
Company Secretary  
Korab Resources Limited

By Email: [akk@korabresources.com.au](mailto:akk@korabresources.com.au)

Dear Andrej

**KORAB RESOURCES 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)**