

CORPORATE GOVERNANCE

RISK MANAGEMENT POLICY

EFFECTIVE AS AT 15 March 2023
REVIEWED: 13 March 2024

RISK MANAGEMENT POLICY

A Risk Committee is to be maintained by the Board to ensure that the Company and its subsidiaries (the **Group**) have established a sound system of risk management. This Committee is primarily responsible for operational and other non-financial risks (the Audit Committee is responsible for financial and information technology risks).

The responsibilities of the Risk Committee may, at the discretion of the Board, be taken by the Audit Committee, which would then act as an Audit and Risk Committee.

1. COMPOSITION

The Committee will consist of at least two non-executive directors with at least one director also being independent, if possible,

The Committee may invite attendance from any staff of the Company and seek external advice to assist in its duties.

If a member or attendee has a conflict of interest in a matter this must be indicated at the commencement of the meeting. However, the Committee will have the discretion to allow the person to participate in the relevant item or not.

2. ROLE

The Committee is established to monitor and review on behalf of the Board the system of risk management which the Group has established. This system should identify, assess, monitor and manage operational and compliance risks.

The Risk Committee determines the Group's 'risk profile' and is responsible for overseeing and approving risk management strategy and policies, internal compliance and non-financial internal control.

The Committee will report to the Board on this system of risk management and make appropriate recommendations to ensure the adequacy of the system.

Although it is not possible to provide absolute assurance that all corporate risks will be fully avoided or even mitigated, the Committee should aim to minimise any adverse impact on the Group that may result from the occurrence of an identifiable corporate risk.

3. REPORTING PROCEDURES

Meetings will be held at least annually. The Committee must review and update its Charter and assess the Committee's effectiveness annually, with a view to ensuring that its performance accords, to as great an extent as is mandatory and otherwise practical, with the ASX Recommendations, as amended from time to time.

4. RESPONSIBILITIES

In fulfilling its purpose outlined in section 2, the Committee should ensure that:

- the Company's risk profile is identified and monitored through a systematic review of the organisation and its operations at least annually, with results reported to the Board;
- it communicates any material changes to the Board as to the management of risk, the risk profile, and the associated internal controls of the Group;
- it reviews whether the Company has any material exposure to economic, environmental and social, sustainability risks and, if it does, how the Company manages or intends to manage those risks;
- adequate policies and procedures have been designed and implemented to manage risks identified;
- proper remedial action is undertaken to redress areas of weakness identified by the system of risk management and/or the Committee;

Risk Management Policy continued

- a system of reporting and investigating incidences, breaches or excessive risks operates effectively;
- when requested to do so by the Board or when the Committee considers appropriate, an investigation can be undertaken and reported to the Board on any risk-related matters;
- there is a system whereby the Managing Director and the Board are immediately notified of any information which might have a material effect on the price or value of the Company's securities, and that such information is released to the ASX in accordance with the requirements of the Company's disclosure policy and the ASX Listing Rules;
- obtaining, for each financial period, a statement from the Managing Director, Chief Financial Officer (the CFO) and the Chief Operating Officer (the COO) or any of their equivalents, to the Board that the Company's risk management and internal compliance and control system is operating effectively in all material respects; and
- the Policy is made publicly available on the website.

5. SPECIFIC RISKS TO BE MANAGED BY THE COMMITTEE

Outlined below are some specific operational and compliance risks inter alia, which are the responsibility of the Committee.

The Committee is responsible for:

- promoting and supporting an organisational culture that is committed to risk management through open communication and effective risk management leadership;
- implementing a structured risk management training program to educate management and staff in the awareness of corporate risks and best practices in the management of corporate risks;
- reviewing the Group's main corporate governance practices as required under the ASX Listing Rules for completeness and accuracy;
- ensuring appropriate policies, procedures, controls and monitoring and reporting mechanisms have been adopted by the Group to prevent breaches of and ensure compliance with all relevant legislation and regulations, including but not limited to OH&S, industrial relations, environmental and trade practices;
- ensuring there is adequate employee education and support to facilitate safety, security and good health in the workplace and monitoring of workplace safety;
- ensuring that the Group operates in accordance with the terms of all licences and permits issued to it by any government body or any other authority;
- ensuring that the management of the Group pays due attention to ethical considerations in implementing the Group's policies and practices;
- adopting procedures and policies for the improvement and preservation of the reputation of the Group; and
- ensuring that the Group has put appropriate insurance in place.

6. REVIEW

The Board will review this Policy on an annual basis to ensure it remains consistent with best corporate governance practice and the Board's objectives and responsibilities.