

31 July 2015

**ASX Announcement** 

# **APPENDIX 4G AND 2015 CORPORATE GOVERNANCE STATEMENT**

Please find attached the Appendix 4G and 2015 Corporate Governance Statement in accordance with Listing Rules 4.7.3, 4.7.4 and 4.10.3.

Enquiries:

Lewis Tay Managing Director +61 8 6316 4414

# Appendix 4G

# Key to Disclosures Corporate Governance Council Principles and Recommendations

Name of entity:			
Dynasty Resources Limited ( <b>Company</b> )			
ABN / ARBN:	Financial year ended:		
80 110 385 709	30 June 2015		
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Our corporate governance statement <sup>2</sup> for the above period above	/e can be found at: <sup>3</sup>		
These pages of our annual report:			
This URL on our website: <u>www.dynastyresources.com.au/corporate/corporate-governance</u>			
The Corporate Governance Statement is accurate and up to date as at 30 July 2015 and has been approved by the board. The annexure includes a key to where our corporate governance disclosures can be located.			

Date:

31 July 2015

Name of Director or Secretary authorising lodgement:

Louise Edwards, Company Secretary

<sup>&</sup>lt;sup>1</sup> Under Listing Rule 4.7.3, an entity must lodge with ASX a completed Appendix 4G at the same time as it lodges its annual report with ASX. Listing Rule 4.10.3 requires an entity that is included in the official list as an ASX Listing to include in its annual report either a corporate governance statement that meets the requirements of that rule or the URL of the page on its website where such a statement is located. The corporate governance statement must disclose 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 a recommendation for any part of the reporting period, its corporate governance statement must separately identify that recommendation and the period during which it was not followed and state its reasons for not following the recommendation and what (if any) alternative governance practices it adopted in lieu of the recommendation during that period.

Under Listing Rule 4.7.4, if an entity chooses to include its corporate governance statement on its website rather than in its annual report, it must lodge a copy of the corporate governance statement with ASX at the same time as it lodges its annual report with ASX. The corporate governance statement must be current as at the effective date specified in that statement for the purposes of rule 4.10.3.

<sup>&</sup>lt;sup>2</sup> "Corporate governance statement" is defined in Listing Rule 19.12 to mean the statement referred to in Listing Rule 4.10.3 which discloses the extent to which an entity has followed the recommendations set by the ASX Corporate Governance Council during a particular reporting period.

<sup>&</sup>lt;sup>3</sup> Mark whichever option is correct and then complete the page number(s) of the annual report, or the URL of the web page, where the entity's corporate governance statement can be found. You can, if you wish, delete the option which is not applicable.

Throughout this form, where you are given two or more options to select, you can, if you wish, delete any option which is not applicable and just retain the option that is applicable. If you select an option that includes "<u>OR</u>" at the end of the selection and you delete the other options, you can also, if you wish, delete the "<u>OR</u>" at the end of the selection.

# ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

Corpo	rate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\ldots^4$		
PRINC	IPLE 1 - LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVE	RSIGHT			
1.1	<ul> <li>A listed entity should disclose:</li> <li>(a) the respective roles and responsibilities of its board and management; and</li> <li>(b) those matters expressly reserved to the board and those delegated to management.</li> </ul>	<ul> <li> the fact that we follow this recommendation:</li> <li>in our Corporate Governance Statement OR</li> <li>at [insert location]</li> <li> and information about the respective roles and responsibilities of our board and management (including those matters expressly reserved to the board and those delegated to management):</li> <li>at</li> <li>2015 Corporate Governance Statement</li> <li>www.dynastyresources.com.au/corporate/corporate-governance</li> </ul>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>		
1.2	<ul> <li>A listed entity should:</li> <li>(a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director; and</li> <li>(b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.</li> </ul>	<ul> <li> the fact that we follow this recommendation:</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at [<i>insert location</i>]</li> </ul>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>		
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	<ul> <li> the fact that we follow this recommendation:</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at [<i>insert location</i>]</li> </ul>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>		
1.4	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.	<ul> <li> the fact that we follow this recommendation:</li> <li>☑ in our Corporate Governance Statement <u>OR</u></li> <li>□ at [<i>insert location</i>]</li> </ul>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>		

<sup>&</sup>lt;sup>4</sup> If you have followed all of the Council's recommendations in full for the whole of the period above, you can, if you wish, delete this column from the form and re-format it.

Corpo	rate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\dots^4$
1.5	<ul> <li>A listed entity should:</li> <li>(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;</li> <li>(b) disclose that policy or a summary of it; and</li> <li>(c) disclose as at the end of each reporting period the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with the entity's diversity policy and its progress towards achieving them and either:</li> <li>(1) 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</li> <li>(2) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.</li> </ul>	the fact that we have a diversity policy that complies with     paragraph (a): <ul> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at [insert location]</li> <li>and a copy of our diversity policy or a summary of it:</li> <li>at <u>www.dynastyresources.com.au/corporate/corporate-governance</u></li> <li>and the measurable objectives for achieving gender diversity set by             the board or a relevant committee of the board in accordance with our             diversity policy and our progress towards achieving them:                  in our Corporate Governance Statement <u>OR</u></li>                  at [insert location]                  at [insert location]                  and the information referred to in paragraphs (c)(1) or (2):                  in our Corporate Governance Statement <u>OR</u>                  at [insert location]                  at [insert location] </ul>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>
1.6	<ul> <li>A listed entity should:</li> <li>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; 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>	<ul> <li> the evaluation process referred to in paragraph (a):</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at [<i>insert location</i>]</li> <li> and the information referred to in paragraph (b):</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at [<i>insert location</i>]</li> </ul>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>
1.7	<ul> <li>A listed entity should:</li> <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>	<ul> <li> the evaluation process referred to in paragraph (a):</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at [<i>insert location</i>]</li> <li> and the information referred to in paragraph (b):</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at [<i>insert location</i>]</li> </ul>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>

		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\ldots^4$
PRINCIP	PLE 2 - STRUCTURE THE BOARD TO ADD VALUE		
2.1	<ul> <li>The board of a listed entity should:</li> <li>(a) have a nomination committee which: <ul> <li>(1) has at least three members, a majority of whom are independent directors; and</li> <li>(2) is chaired by an independent director, and disclose:</li> <li>(3) the charter of the committee;</li> <li>(4) the members of the committee; and</li> <li>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</li> </ul> </li> <li>(b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.</li> </ul>	[If the entity complies with paragraph (a):]         the fact that we have a nomination committee that complies with paragraphs (1) and (2):         in our Corporate Governance Statement OR         at [insert location]         and a copy of the charter of the committee:         at [insert location]         and the information referred to in paragraphs (4) and (5):         in our Corporate Governance Statement OR         at [insert location]         and the information referred to in paragraphs (4) and (5):         in our Corporate Governance Statement OR         at [insert location]         [If the entity complies with paragraph (b):]         the fact that we do not have a nomination committee and the processes we employ to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively:         in our Corporate Governance Statement OR         at [insert location]	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>
2.2	A listed entity should have and disclose a board skills matrix setting out the mix of skills and diversity that the board currently has or is looking to achieve in its membership.	our board skills matrix: ⊠ in our Corporate Governance Statement <u>OR</u> □ at [ <i>insert location</i> ]	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>

Corporate Governance Council recommendation		rnance Council recommendation We have followed the recommendation in full for the whole of the period above. We have disclosed	
2.3	<ul> <li>A listed entity should disclose:</li> <li>(a) the names of the directors considered by the board to be independent directors;</li> <li>(b) if a director has an interest, position, association or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position, association or relationship in question and an explanation of why the board is of that opinion; and</li> <li>(c) the length of service of each director.</li> </ul>	the names of the directors considered by the board to be independent directors:	an explanation why that is so in our Corporate Governance Statement
2.4	A majority of the board of a listed entity should be independent directors.	<ul> <li> the fact that we follow this recommendation:</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at [<i>insert location</i>]</li> </ul>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>
2.5	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.	<ul> <li> the fact that we follow this recommendation:</li> <li>☑ in our Corporate Governance Statement <u>OR</u></li> <li>□ at [<i>insert location</i>]</li> </ul>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>
2.6 PRINCI	A listed entity should have a program for inducting new directors and provide appropriate professional development opportunities for directors to develop and maintain the skills and knowledge needed to perform their role as directors effectively.	<ul> <li> the fact that we follow this recommendation:</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at [<i>insert location</i>]</li> </ul>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>
3.1	<ul> <li>A listed entity should:</li> <li>(a) have a code of conduct for its directors, senior executives and employees; and</li> <li>(b) disclose that code or a summary of it.</li> </ul>	our code of conduct or a summary of it:     in our Corporate Governance Statement <u>OR</u> at <u>www.dynastyresources.com.au/corporate/corporate-gove</u>	an explanation why that is so in our Corporate Governance Statement

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\ldots^4$
PRINCIP	RINCIPLE 4 – SAFEGUARD INTEGRITY IN CORPORATE REPORTING		
4.1	<ul> <li>The board of a listed entity should:</li> <li>(a) have an audit committee which: <ul> <li>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</li> <li>(2) is chaired by an independent director, who is not the chair of the board,</li> <li>and disclose:</li> <li>(3) the charter of the committee;</li> <li>(4) the relevant qualifications and experience of the members of the committee; and</li> <li>(5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</li> </ul> </li> <li>(b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</li> </ul>	[If the entity complies with paragraph (a):] the fact that we have an audit committee that complies with paragraphs (1) and (2): □ in our Corporate Governance Statement OR □ at [insert location] and a copy of the charter of the committee: □ at <u>www.dynastyresources.com.au/corporate/corporate-governance</u> and the information referred to in paragraphs (4) and (5): □ in our Corporate Governance Statement OR … and the information referred to in paragraphs (4) and (5): □ in our Corporate Governance Statement OR ∞ at 2015 Annual Report <u>www.dynastyresources.com.au/investor-information/annual-reports.html</u> [If the entity complies with paragraph (b):] … the fact that we do not have an audit committee and the processes we employ that independently verify and safeguard the integrity of our corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner: □ in our Corporate Governance Statement OR at [insert location]	an explanation why that is so in our Corporate Governance Statement
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, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a 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.	<ul> <li> the fact that we follow this recommendation:</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at [<i>insert location</i>]</li> </ul>	an explanation why that is so in our Corporate Governance Statement

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\ldots^4$	
4.3	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.	<ul> <li> the fact that we follow this recommendation:</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at [<i>insert location</i>]</li> </ul>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity that does not hold an annual general meeting and this recommendation is therefore not applicable</li> </ul>	
PRINC	PLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE		·	
5.1	<ul> <li>A listed entity should:</li> <li>(a) have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and</li> <li>(b) disclose that policy or a summary of it.</li> </ul>	<ul> <li> our continuous disclosure compliance policy or a summary of it:</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at <u>www.dynastyresources.com.au/corporate/corporate-governance</u></li> </ul>	an explanation why that is so in our Corporate Governance Statement	
PRINC	PLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS			
6.1	A listed entity should provide information about itself and its governance to investors via its website.	information about us and our governance on our website: at <u>www.dynastyresources.com.au/corporate/corporate-governance</u>	an explanation why that is so in our Corporate Governance Statement	
6.2	A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.	<ul> <li> the fact that we follow this recommendation:</li> <li>☑ in our Corporate Governance Statement <u>OR</u></li> <li>☑ at [<i>insert location</i>]</li> </ul>	an explanation why that is so in our Corporate Governance Statement	
6.3	A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.	<ul> <li> our policies and processes for facilitating and encouraging participation at meetings of security holders:</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at [<i>insert location</i>]</li> </ul>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity that does not hold periodic meetings of security holders and this recommendation is therefore not applicable</li> </ul>	
6.4	A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	<ul> <li> the fact that we follow this recommendation:</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>□ at [<i>insert location</i>]</li> </ul>	an explanation why that is so in our Corporate Governance Statement	

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\dots^4$
PRINCIP	LE 7 – RECOGNISE AND MANAGE RISK		
7.1	<ul> <li>The board of a listed entity should:</li> <li>(a) have a committee or committees to oversee risk, each of which: <ul> <li>(1) has at least three members, a majority of whom are independent directors; and</li> <li>(2) is chaired by an independent director, and disclose:</li> <li>(3) the charter of the committee; and</li> <li>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</li> </ul> </li> <li>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.</li> </ul>	[If the entity complies with paragraph (a):] the fact that we have a committee or committees to oversee risk that comply with paragraphs (1) and (2): I in our Corporate Governance Statement OR at [insert location] and a copy of the charter of the committee: I at <u>www.dynastyresources.com.au/corporate/corporate-governance</u> and the information referred to in paragraphs (4) and (5): I in our Corporate Governance Statement OR I at 2015 Annual Report <u>www.dynastyresources.com.au/investor-information/annual-reports.html</u> [If the entity complies with paragraph (b):] the fact that we do not have a risk committee or committees that satisfy (a) and the processes we employ for overseeing our risk management framework: I no ur Corporate Governance Statement OR at [insert location]	an explanation why that is so in our Corporate Governance Statement
7.2	<ul> <li>The board or a committee of the board should:</li> <li>(a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound; and</li> <li>(b) disclose, in relation to each reporting period, whether such a review has taken place.</li> </ul>	the fact that board or a committee of the board reviews the entity's risk management framework at least annually to satisfy itself that it continues to be sound:     in our Corporate Governance Statement <u>OR</u> at [ <i>insert location</i> ]     and that such a review has taken place in the reporting period covered by this Appendix 4G:     in our Corporate Governance Statement <u>OR</u> at [ <i>insert location</i> ]	an explanation why that is so in our Corporate Governance Statement

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\ldots^4$
7.3	<ul> <li>A listed entity should disclose:</li> <li>(a) if it has an internal audit function, how the function is structured and what role it performs; or</li> <li>(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.</li> </ul>	[If the entity complies with paragraph (a):] how our internal audit function is structured and what role it performs: Image: in our Corporate Governance Statement OR Image: at [insert location] [If the entity complies with paragraph (b):] the fact that we do not have an internal audit function and the processes we employ for evaluating and continually improving the effectiveness of our risk management and internal control processes: In our Corporate Governance Statement OR In our Corporate Governance Statement OR In our Corporate Governance Statement OR In at [insert location]	an explanation why that is so in our Corporate Governance Statement
7.4	A listed entity should disclose whether it has any material exposure to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.	<ul> <li> whether we have any material exposure to economic, environmental and social sustainability risks and, if we do, how we manage or intend to manage those risks:</li> <li>in our Corporate Governance Statement <u>OR</u></li> <li>at [<i>insert location</i>]</li> </ul>	an explanation why that is so in our Corporate Governance Statement

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\ldots^4$
PRINCIP	PLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY		
8.1	<ul> <li>The board of a listed entity should:</li> <li>(a) have a remuneration committee which: <ul> <li>(1) has at least three members, a majority of whom are independent directors; and</li> <li>(2) is chaired by an independent director, and disclose:</li> <li>(3) the charter of the committee;</li> <li>(4) the members of the committee; and</li> <li>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</li> </ul> </li> <li>(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.</li> </ul>	[If the entity complies with paragraph (a):]         the fact that we have a remuneration committee that complies with paragraphs (1) and (2):         in our Corporate Governance Statement OR         at [insert location]         and a copy of the charter of the committee:         at [insert location]         and the information referred to in paragraphs (4) and (5):         in our Corporate Governance Statement OR         at [insert location]         and the information referred to in paragraphs (4) and (5):         in our Corporate Governance Statement OR         at [insert location]         [If the entity complies with paragraph (b):]         the fact that we do not have a remuneration committee and the processes we employ for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive:         in our Corporate Governance Statement OR         at [insert location]	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>
8.2	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.	separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives:     in our Corporate Governance Statement <u>OR</u> at 2015 Annual Report <u>www.dynastyresources.com.au/investor-information/annual-reports.html</u>	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>

Corporate Governance Council recommendation		We have followed the recommendation in full for the whole of the period above. We have disclosed	We have NOT followed the recommendation in full for the whole of the period above. We have disclosed $\ldots^4$	
8.3	<ul> <li>A listed entity which has an equity-based remuneration scheme should:</li> <li>(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</li> <li>(b) disclose that policy or a summary of it.</li> </ul>	our policy on this issue or a summary of it:     in our Corporate Governance Statement <u>OR</u> at [ <i>insert location</i> ]	<ul> <li>an explanation why that is so in our Corporate Governance Statement <u>OR</u></li> <li>we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable <u>OR</u></li> <li>we are an externally managed entity and this recommendation is therefore not applicable</li> </ul>	
-	<ul> <li>Alternative to Recommendation 1.1 for externally managed listed entities:</li> <li>The responsible entity of an externally managed listed entity should disclose:         <ul> <li>(a) the arrangements between the responsible entity and the listed entity for managing the affairs of the listed entity;</li> <li>(b) the role and responsibility of the board of the responsible entity for overseeing those arrangements.</li> </ul> </li> </ul>	LISTED ENTITIES         the information referred to in paragraphs (a) and (b):            in our Corporate Governance Statement OR         at [insert location]	an explanation why that is so in our Corporate Governance Statement	
-	Alternative to Recommendations 8.1, 8.2 and 8.3 for externally managed listed entities: An externally managed listed entity should clearly disclose the terms governing the remuneration of the manager.	the terms governing our remuneration as manager of the entity:     in our Corporate Governance Statement <u>OR</u> at [insert location]	an explanation why that is so in our Corporate Governance Statement	

# CORPORATE GOVERNANCE

# **CORPORATE GOVERNANCE STATEMENT – 2015**

This statement reports on the main corporate governance practices of Dynasty Resources Limited (Company) as at 30 July 2015. References in this statement to "reporting period" are to the financial year ended 30 June 2015.

# THE COMPANY'S APPROACH TO CORPORATE GOVERNANCE

The Board are committed to maintaining high standards of ethical behaviour and having an effective system of corporate governance, which is commensurate with the size of the Company and the nature of its business operations and activities.

The ASX Corporate Governance Council's 'Corporate Governance Principles and Recommendations' (Principles) provide a framework for good corporate governance. Commensurate with the spirit of the Principles, the Company has sought to apply the recommendations to the extent the Board considered their implementation was practical and likely to genuine improve the Company's internal processes and accountability to external stakeholders. The directors of the Company recognise the need for high standards of corporate governance. This Statement explains how the Company addresses the ASX Corporate Governance Council's 'Corporate Governance Principles and Recommendations – 3rd Edition' (referred to as either ASX Principles or Recommendations).

Where the Company's compliance with the Principles and Recommendations is reflected in a separate document or policy, a reference to the location of that document or policy is included in this statement.

# PRINCIPLE 1 - LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT

# **RECOMMENDATION 1.1 – RECOMMENDATION FOLLOWED**

#### A listed entity should disclose:

- (a) the respective roles and responsibilities of its board and management; and
- (b) those matters expressly reserved to the board and those delegated to management.

The Company's Board Charter sets out (amongst other things): (a) the roles and responsibilities of the Board and of management; (b) the matters expressly reserved to the Board; and (c) the matters delegated to management.

A copy of the Board Charter can be viewed at:

# **Board Charter**

The Audit & Risk Committee has also been referred responsibilities by the Board as set out in the Committee's Charter. The Charter for the Committee can be viewed at:

#### Audit and Risk Committee Charter

#### Other Delegations

The Board has appointed the following parties to provide technical and consulting services to the Company:

- Terra Search provide geological consulting services pursuant to a services agreement that outlines the role and responsibilities of Terra Search in relation to the provision of a comprehensive range of exploration and technical functions on behalf of the Company;
- Hetherington is engaged to provide exploration tenure management services across all tenements held by the Company;
- Lucas & Co is engaged to provide accounting and administration services in accordance with a services agreement. The services agreement outlines the role and responsibilities of Lucas & Co in relation to a comprehensive range of financial and administration functions on behalf of the Company

# **RECOMMENDATION 1.2 – RECOMMENDATION FOLLOWED**

#### A listed entity should:

(a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director; and

# (b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.

Prior to the appointment of a person, or putting forward to security holders a candidate for election, as a director, the Company will undertake checks which it believes are appropriate to verify a director's character, experience, education, criminal record and bankruptcy history including for new directors:

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- background and reference checking;
- requesting information in relation to the person's current and previous positions, directorships, bankruptcy history and any potential conflicts of interests.

The Company ensures that all material information in its possession relevant to a shareholder's decision whether to elect or reelect a director, including the information referred to in Recommendation 1.2, is provided to shareholders in the Company's Notice of Annual General Meeting.

# **RECOMMENDATION 1.3 – RECOMMENDATION FOLLOWED**

A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.

Each director and senior executive of the Company has an agreement in writing with the Company which sets out the key terms and conditions of their appointment including their duties, rights and responsibilities and (to the extent applicable) the matters referred to in the commentary to Recommendation 1.3.

# **RECOMMENDATION 1.4 – RECOMMENDATION FOLLOWED**

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.

The Company Secretary is accountable to the Board through the Chairman on all matters to do with the proper functioning of the Board. The Company Secretary is responsible for:

- advising the Board on corporate governance matters;
- managing the company secretarial function;
- attending all Board and Board committee meetings; and
- taking minutes and communicating with the ASX.

A copy of the Board Charter can be viewed at:

# **Board Charter**

# **RECOMMENDATION 1.5 – RECOMMENDATION NOT FOLLOWED**

A listed entity should:

(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;

(b) disclose that policy or a summary of it; and

(c) disclose as at the end of each reporting period the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with the entity's diversity policy and its progress towards achieving them, and either:

- 1. 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
- 2. *if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.*

The Company has adopted a Diversity Policy. Taking into consideration the scale of the Company's operations, the size of the Board, and that the Company does not have any employees, the Board has not established measureable objectives relating to diversity.

A copy of the Diversity Policy is located at:

# **Diversity Policy**

The composition of the board is however reviewed on an annual basis and in the event a vacancy arises, the Board Charter requires that diversity be considered as part of the criteria in assessing candidates. As at the date of this Statement, the Board is composed of four male directors, and a female company secretary.

A copy of the Board Charter can be viewed at:

# **Board Charter**



# **RECOMMENDATION 1.6 – RECOMMENDATION FOLLOWED**

A listed entity should:

(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and

(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.

The Board's overall performance evaluation is conducted informally by the Chairman on a periodic basis. Whilst Recommendation 1.6 is not strictly followed, the Directors consider that at the date of this report the evaluation process of company directors is appropriate given the size of the Board. A more formal process of Board assessment will be considered in the future if there is any significant change to the Company's operations.

The informal review undertaken by the Board takes into account various matters including those set out in the Board Charter located at:

# **Board Charter**

In the reporting period, the Board has not completed a review of the Board, Committees and Director's performance, however this is scheduled to occur within the next quarter.

# **RECOMMENDATION 1.7 – RECOMMENDATION FOLLOWED**

# A listed entity should:

(a) have and disclose a process for periodically evaluating the performance of its senior executives; and

(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.

The Company's only executive director is the Managing Director, whose performance is reviewed in accordance with Recommendation 1.6 above.

In the reporting period, the Board has not completed a review of the Managing Director's performance, however this is scheduled to occur within the next quarter.

# PRINCIPLE 2 – STRUCTURE THE BOARD TO ADD VALUE

# **RECOMMENDATION 2.1 – RECOMMENDATION FOLLOWED**

The board of a listed entity should: (a) have a nomination committee which: (i) has at least three members, a majority of whom are independent directors; and (ii) is chaired by an independent director, and disclose: (iii) the charter of the committee; (iv) the members of the committee; and (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 (b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.

The Company has not formed a separate nomination committee. The Board considers that the Company is not currently of a size, or its affairs of such complexity, or any efficiencies or other benefits would be gained by establishing a separate nomination committee. The Board as a whole is able to address the governance aspects of the full scope of the Company's activities and ensure that it adheres to appropriate ethical standards. In particular the Board as a whole considers those matters that would usually be the responsibility of a nomination committee.

The composition of the Board is reviewed annually by the Board to ensure it has an appropriate mix of skills and experience that enables the directors individually, and the Board collectively, to:

- have a proper understanding of, and competence to deal with, the current and emerging issues of the Company and can
  effectively review and challenge the performance of those consultants and other advisors engaged to assist the Company
  in its exploration and other activities; and
- discharge their legal duties and responsibilities effectively and efficiently.

#### **RECOMMENDATION 2.2 – RECOMMENDATION FOLLOWED**

A listed entity should have and disclose a board skills matrix setting out the mix of skills and diversity that the board currently has or is looking to achieve in its membership.

The Board periodically evaluates the mix of skills, experience and diversity at the Board level. The Board believes that a highly credentialed Board, with a diversity of background, skills and perspectives, will be effective in supporting and enabling delivery



of good governance for the Company and value for the Company's shareholders. The mix of skills comprised in the current Board, and that the Board would look to maintain, and to build on, includes:

- mining industry expertise, including metallurgy and metals marketing expertise;
- experience in dealing with joint ventures and high levels of government and regulators;
- ASX governance experience and expertise.
- complex organisational experience;
- financial specialism including capital markets, corporate finance and restructuring;

The Board aspires to have a Board comprised of individuals' diverse experience and expertise and will be mindful of this when making appointments which will also be based on merit.

The Non-Executive Directors possess a range of skills summarised in the below table:

# **Skills and Experience**

Mining industry	$\checkmark$	
Joint venture, government and regulators	$\checkmark$	
ASX governance	✓	
Complex organisational	✓	$\checkmark$
Financial specialism	✓	$\checkmark$

# **RECOMMENDATION 2.3 – RECOMMENDATION FOLLOWED**

A listed entity should disclose:(a) the names of the directors considered by the board to be independent directors; (b) if a director has an interest, position, association or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position, association or relationship in question and an explanation of why the board is of that opinion; and (c) the length of service of each director.

The names of the directors who held office during the year are detailed in the Director's Report, together with details of each director's skills, experience and expertise, appointment date and whether the director is considered to be 'independent'.

The board recognises that independent directors are important in assuring shareholders that the Board is able to act in the best interests of the Company and independently of management.

The independence of directors is reviewed annually. Based on the Company's criteria for assessing director independence, independent directors are asked to confirm whether they have any interests or relationships that may impact either on their ability to act in the best interests of the Company or independently of management. The criteria used to assess independence, including guidance for determining materiality, are reviewed annually and are set out in the Board Charter.

As at the date of this Statement the board comprises two independent directors (Thomas Pickett, Chairman and Bin Wang), one non-executive director (Qingzhou Yuan) and one executive director (Lewis Tay, Managing Director). Qingzhou Yuan was appointed to the Board on 23 July 2015, having been nominated by the Company's major shareholder Cyberstore Technology Limited. The board acknowledges the recommendation that a majority of the Board be independent. Given the size of the Company, the board considers the current Board size and composition is appropriate. The Board notes that a majority of the directors are non-executive.

To assist directors to fully meet their responsibilities to bring an independent view on matters before them, each director has the right of access to all relevant company information and, subject to prior consultation with the Chair, may seek independent professional advice at the Company's expense.

#### **RECOMMENDATION 2.4 – RECOMMENDATION FOLLOWED**

A majority of the board of a listed entity should be independent directors.

The Company currently complies with the recommendation of principle 2.4 as the Board has a majority of independent directors.



# **RECOMMENDATION 2.5 – RECOMMENDATION FOLLOWED**

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.

The Chairman of the Board is an independent director and is not the current or previous CEO or Managing Director of the Company. The Board Charter provides for the directors to elect an independent director, who is not the previous Managing Director, to perform the role of Chairman.

A copy of the Board Charter can be viewed at:

#### **Board Charter**

# **RECOMMENDATION 2.6 – RECOMMENDATION FOLLOWED**

A listed entity should have a program for inducting new directors and provide appropriate professional development opportunities for directors to develop and maintain the skills and knowledge needed to perform their role as directors effectively.

All new directors are provided with an induction including comprehensive meetings with the Managing Director and Chairman, and provision of information on the Company including Company and Board policies and other material documents.

All directors are expected to maintain the skills required to effectively discharge their obligations to the Company. Directors are encouraged to undertake continuing professional education and, if this involves industry seminars and approved education courses, where appropriate, this is paid for by the Company.

# PRINCIPLE 3 – ACT ETHICALLY AND RESPONSIBLY

# **RECOMMENDATION 3.1 – RECOMMENDATION FOLLOWED**

A listed entity should: (a) have a code of conduct for its directors, senior executives and employees; and (b) disclose that code or a summary of it.

The Company has a Code of Conduct that sets out the standards of behaviour expected of all its employees, directors, officers, contractors and consultants. The Code of Conduct is located at:

#### **Code of Conduct**

# **PRINCIPLE 4 – SAFEGUARD INTEGRITY IN CORPORATE REPORTING**

# **RECOMMENDATION 4.1 – RECOMMENDATION FOLLOWED**

The board of a listed entity should: (a) have an audit committee which: (i) has at least three members, all of whom are nonexecutive directors and a majority of whom are independent directors; and (ii) is chaired by an independent director, who is not the chair of the board, and disclose: (iii) the charter of the committee; (iv) the relevant qualifications and experience of the members of the committee; and (v) 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 corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.

The Company has established an Audit & Risk Committee. Given the size of the Company's Board, the functions of the Audit and Risk Committee are fulfilled by the full Board. The independent Chair of the Board also chairs the meetings of the Audit and Risk Committee.

The Audit & Risk Committee's Charter is located at:

#### Audit and Risk Committee Charter

The Committee's members and their relevant qualifications and experience, the number of times the Committee met throughout the reporting period and the attendance of the Committee's members at those meetings is set out on page 13 of the 2015 Annual Report.

A copy of the 2015 Annual Report is located at:

2015 Annual Report



# **RECOMMENDATION 4.2 – RECOMMENDATION FOLLOWED**

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, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a 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.

The Board has received a declaration in the form set out in Recommendation 4.2 from those who collectively fulfil the functions of chief executive officer and chief financial officer in relation to the financial statements for the financial periods ended 31 December 2014 and 30 June 2015.

# **RECOMMENDATION 4.3 – RECOMMENDATION FOLLOWED**

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.

The Company's external auditor attends each AGM of the Company and is always available to answer questions from security holders relevant to the audit.

#### PRINCIPLE 5 - MAKE TIMELY AND BALANCED DISCLOSURE

#### **RECOMMENDATION 5.1 – RECOMMENDATION FOLLOWED**

A listed entity should: (a) have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and (b) disclose that policy or a summary of it.

The Company has a Continuous Disclosure Policy that outlines the processes followed by the Company to ensure compliance with its continuous disclosure obligations and the corporate governance standards applied by the Company in its communications to the market.

The Continuous Disclosure Policy can be viewed at:

**Continuous Disclosure Policy** 

#### PRINCIPLE 6 - RESPECT THE RIGHTS OF SECURITY HOLDERS

# **RECOMMENDATION 6.1 – RECOMMENDATION FOLLOWED**

A listed entity should provide information about itself and its governance to investors via its website.

Information about the Company and its operations is located at:

www.dynastyresources.com.au

Information about the Company's corporate governance (including links to the Company's corporate governance policies and charters) is located on this page.

#### **RECOMMENDATION 6.2 – RECOMMENDATION FOLLOWED**

A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.

The Company has a Shareholder Communications Policy that outlines the processes followed by the Company to ensure communication with shareholders and the investment community is effective, consistent and adheres to the principles of continuous disclosure. The Shareholder Communications Policy is located at:

#### Shareholder Communications Policy

The Company's Continuous Disclosure Policy also outlines policies and requirements for communications with analysts and investors to ensure that the communications are effective and comply with the Company's continuous disclosure obligations under the Corporations Act and the ASX Listing Rules.

#### **Continuous Disclosure Policy**

#### **RECOMMENDATION 6.3 – RECOMMENDATION FOLLOWED**

A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.

The Shareholder Communication Policy sets out the policies and processes the Company has in place to facilitate and encourage participation at meetings of security holders. The Company permits shareholders to cast their proxies prior to a General Meeting if they are unable to attend the meeting.



# **RECOMMENDATION 6.4 – RECOMMENDATION FOLLOWED**

A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.

The Company gives security holders the option to receive communications from, and send communications to, the Company and its security registry electronically, as provided for in the Company's Shareholder Communications Policy. The Shareholders Communications Policy is located at:

#### Shareholder Communications Policy

#### PRINCIPLE 7 – RECOGNISE AND MANAGE RISK

# **RECOMMENDATION 7.1 – RECOMMENDATION FOLLOWED**

The board of a listed entity should: (a) have a committee or committees to oversee risk, each of which: (i) has at least three members, a majority of whom are independent directors; and (ii) is chaired by an independent director, and disclose: (iii) the charter of the committee; (iv) the members of the committee; and (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 (b) if it does not have risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.

The Company has established an Audit & Risk Committee to oversee risk whether financial, operational or otherwise. Given the size of the Company's Board, the functions of the Audit and Risk Committee are fulfilled by the full Board. The independent Chair of the Board also chairs the meetings of the Audit and Risk Committee.

The Audit & Risk Committee's Charter is located at:

# Audit and Risk Committee Charter

The Committee's members and their relevant qualifications and experience, the number of times the Committee met throughout the reporting period and the attendance of the Committee's members at those meetings is set out on page 13 of the 2015 Annual Report.

A copy of the 2015 Annual Report is located at:

#### 2015 Annual Report

#### **RECOMMENDATION 7.2 – RECOMMENDATION FOLLOWED**

The board or a committee of the board should: (a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound; and (b) disclose, in relation to each reporting period, whether such a review has taken place.

The Company's Risk Management Policy requires the Board to, at least annually, undertake a structured consideration and review of the risk management framework and the material risks faced by, and the risk attitude of, the Company. The Risk Management Policy is located at:

#### **Risk Management Policy**

In the reporting period, the Board has not completed a structured and comprehensive review of the Company's risk management framework however this is scheduled to occur within the next quarter.

#### **RECOMMENDATION 7.3 – RECOMMENDATION FOLLOWED**

A listed entity should disclose: (a) if it has an internal audit function, how the function is structured and what role it performs; or (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.

The Board has considered the requirements under Recommendation 7.3 and determined not to establish an internal audit function, given the Company's size and the costs of implementing an internal audit function are likely to outweigh the benefits.

The Board is responsible for implementing the risk management framework to ensure the Company's material business risks are being managed effectively.

Operational, financial, legal, compliance, strategic and reputational risks continue to be managed primarily by the Chairman, Managing Director and Company Secretary, together with the support of relevant external professional advisers.

At each Audit & Risk Committee meeting, certifications are provided by key management and external advisors in relation to their area of expertise and responsibility and Directors have the opportunity to discuss risk management and control processes adopted.

#### **Risk Management Policy**

### **RECOMMENDATION 7.4 – RECOMMENDATION FOLLOWED**

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A listed entity should disclose whether it has any material exposure to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.

The Company undertakes minerals exploration and mining development and, as such, faces risks inherent to its business, including economic, environmental and social sustainability risks, which may materially impact the Company's ability to create or preserve value for security holders over the short, medium or long term.

The Company has in place policies and procedures, including a risk management framework (as described in the Company's Risk Management Policy), which is developed and updated to help manage these risks. The Company outsources key exploration activities to specialist providers who, pursuant to the engagement terms are required to operate in accordance with their own risk management policies and procedures.

A copy of the Risk Management Policy is located at:

# **Risk Management Policy**

# PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY

# **RECOMMENDATION 8.1 – RECOMMENDATION FOLLOWED**

The board of a listed entity should: (a) have a remuneration committee which: (i) has at least three members, a majority of whom are independent directors; and (ii) is chaired by an independent director, and disclose (iii) the charter of the committee; (iv) the members of the committee; and (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 (b) if it does not have risk 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 remuneration is appropriate and not excessive.

The Company has not formed a separate remuneration committee. The Board considers that the Company is not currently of a size, or its affairs of such complexity, that the formation of a separate committee is justified at this time.

The board carries responsibility for the approval of all remuneration matters, including the appointment terms for key service providers to the company.

Full details of director's remuneration are set out in the Remuneration Report contained in the 2015 Annual Report.

No director is entitled to receive termination payments on their retirement from office other than payments accruing from superannuation contributions which comprise part of their remuneration.

The Board currently determines a schedule of meetings at the beginning of each year. Additional meetings are held as required to address specific issues. Standing items include the financial reports, exploration reports and updates, and governance matters. Representatives from the Company's key services providers, including Terra Search and Hetherington's who provide geological, tenement management and other consultancy services, are involved in regular discussions with directors in relation to the Company's ongoing exploration activities.

A copy of the 2015 Annual Report is located at:

# 2015 Annual Report

#### **RECOMMENDATION 8.2 – RECOMMENDATION FOLLOWED**

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.

The Company's policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors is set out in the Remuneration Report contained in the 2015 Annual Report.

A copy of the 2015 Annual Report is located at:

# 2015 Annual Report

# **RECOMMENDATION 8.3 – RECOMMENDATION FOLLOWED**

A listed entity which has an equity-based remuneration scheme should: (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 (b) disclose that policy or a summary of it.

There are currently no options on issue or unvested entitlements for any Director. If any such entitlements are issued in the future, the Company's Securities Dealing Policy prohibits the holder from entering into any hedging arrangements prior to the vesting of the securities.

A copy of the Securities Trading Policy is located at:

Securities Dealing Policy