

ORA BANDA MINING LTD

ACN 100 038 266

(Company)

**CORPORATE GOVERNANCE STATEMENT
FOR THE FINANCIAL YEAR ENDING 30 JUNE 2019**

This Corporate Governance Statement is current as at 27 September 2019 and has been approved by the Board of the Company on that date.

This Corporate Governance Statement discloses the extent to which the Company has, during the financial year ending 30 June 2019, followed 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 have not been followed for any part of the reporting period have been identified and reasons provided for not following them along with what (if any) alternative governance practices were adopted in lieu of the recommendation during that period.

The Company has adopted Corporate Governance Policies which provide the written terms of reference for the Company's corporate governance duties.

The Company's Corporate Governance Policies are available on the Company's website at www.orabandamining.com.au.

RECOMMENDATIONS (3RD EDITION)	COMPLY	EXPLANATION
<i>Principle 1: Lay solid foundations for management and oversight</i>		
Recommendation 1.1 A listed entity should have and disclose a charter which sets out the respective 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.	YES	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. 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

RECOMMENDATIONS (3 RD EDITION)	COMPLY	EXPLANATION
		<p>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 Policies, is available on the Company's website.</p>
<p>Recommendation 1.2</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>YES</p>	<p>(a) The Company has guidelines for the appointment and selection of the Board in its Corporate Governance Policies. The Company's Remuneration and Nomination Committee Charter (in the Company's Corporate Governance Policies) requires the Remuneration and Nomination Committee to ensure appropriate checks are undertaken before appointing a person, or putting forward to security holders a candidate for election, as a Director.</p> <p>(b) Under the Remuneration and 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>	<p>YES</p>	<p>The Company's Remuneration and Nomination Committee Charter requires the Remuneration and Nomination Committee ensure that each Director and senior executive is a party to a written employment contract with the Company which sets out the terms of that Director's or senior executive's appointment.</p> <p>The Company has written agreements with each of its current Directors and senior executives.</p>
<p>Recommendation 1.4</p>	<p>YES</p>	<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,</p>

RECOMMENDATIONS (3 RD EDITION)	COMPLY	EXPLANATION
<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>		<p>through the Chair, unless delegated by the Board to another appropriate person.</p>
<p>Recommendation 1.5 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> <p>(c) disclose as at the end of each reporting period:</p> <p>(i) 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>(ii) either:</p> <p>(A) 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>(B) 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>YES</p>	<p>(a) The Company has adopted a Diversity Policy which allows the Board, subject to the size and operations of the Company, to adopt measurable objectives to assist the Company to achieve gender diversity and review the Company's progress in meeting these objectives and the effectiveness of these objectives each year. The Remuneration and Nomination Committee is responsible for recommending such measurable objectives to the Board in light of the Company's general selection policy for personnel and reporting to the Board on the Company's progress towards achieving its measurable objectives each year.</p> <p>(b) The Diversity Policy is available, as part of the Corporate Governance Policies, on the Company's website.</p> <p>(c) (i) The Board did not set measurable gender diversity objectives for the past financial year. The Board's view is that the existing Directors and senior executives have sufficient skill and experience to carry out the Company's current plans and if it became 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 relatively small size of the Company and the Board currently, 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>(ii) 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</p>

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		<p>executive" for these purposes) as at 30 June 2019 is disclosed below –</p> <table border="1" data-bbox="1265 300 1780 478"> <thead> <tr> <th></th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>Board</td> <td>0%</td> <td>100%</td> </tr> <tr> <td>Senior Executive*</td> <td>25%</td> <td>75%</td> </tr> <tr> <td>Whole organisation</td> <td>32%</td> <td>68%</td> </tr> </tbody> </table> <p>* The Senior Executives are the individuals at the highest level of organisational management who have the day-to-day responsibilities of managing the Company below the Board. The Senior Executives for the purposes of the table above include the Company's Managing Director, CFO/Joint Company Secretary, GM Resource Development and Company Secretary.</p>		Female	Male	Board	0%	100%	Senior Executive*	25%	75%	Whole organisation	32%	68%
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<p>Recommendation 1.6 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>(a) The Company's Board with assistance from the Remuneration Nomination Committee review and approve the performance of individual Board members and senior executives as well as any policies concerned with the remuneration of employees. In addition, the Company's Board with the advice and assistance of the Remuneration and Nomination Committee, review and approve the remuneration of individual Board members and senior executives, having regard to their performance. The process of performance evaluation is set out in the Company's Corporate Governance Policies, which are available on the Company's website.</p> <p>(b) The Company's Corporate Governance Policies require the Company to disclose whether or not performance evaluations were conducted during the relevant reporting period. During the financial year, the Board and the Remuneration and Nomination Committee did not undertake a formal review of the performance of the Board, its committees and its Directors given the Company was under Administration for part of the financial year and the changes</p>												

RECOMMENDATIONS (3 RD EDITION)	COMPLY	EXPLANATION
		<p>to the Board which occurred in April 2019. It is noted that the Chairman of the Board has open and honest communications with each member of the Board whereby matters relating to Director Performance, if any, are raised promptly and dealt with accordingly. In addition, the Board and the Remuneration and Nomination Committee deals with matters of performance, if any, on an informal and as needs basis.</p>
<p>Recommendation 1.7 A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of its senior executives; 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>(a) The Company's Board with assistance from the Remuneration Nomination Committee review and approve the performance of senior executives as well as any policies concerned with the remuneration of employees. In addition, the Company's Board with the advice and assistance of the Remuneration and Nomination Committee, review and approve the remuneration of senior executives, having regard to their performance. The process of performance evaluation is set out in the Company's Corporate Governance Policies, which are available on the Company's website.</p> <p>(b) The current Board and Remuneration and Nomination Committee did not undertake a formal review of the performance of the current senior executives given the Company's administration process which occurred during the year and the appointment of new senior executives which occurred in April 2019. It is noted that the Chairman of the Board and the Managing Director has open and honest communications with each of the current senior executives whereby issues with performance, if any, are raised promptly and dealt with accordingly.</p>

RECOMMENDATIONS (3 RD EDITION)	COMPLY	EXPLANATION
Principle 2: Structure the Board to add value		
<p>Recommendation 2.1</p> <p>The Board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <ul style="list-style-type: none"> (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 <p>(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.</p>	YES	<p>(a) The Company currently has a Remuneration and Nomination Committee. The Company's Remuneration and Nomination Committee Charter provides for the creation of a Remuneration and Nomination Committee with at least three members, a majority of whom are independent Directors, and which must be chaired by an independent Director who, where practicable, is not the chair of the Board. The Committee comprises three independent Non-executive Directors, Peter Mansell (chair of the Committee and chair of the Board) with independent Non-executive Directors Keith Jones and Mark Wheatley as members of the Committee. The number of times the committee met during the last financial year, and the individual attendances of the members, are disclosed in the Annual Report.</p> <p>(b) The Board resolved to establish a separate Remuneration and Nomination Committee following the change in Directors in April 2019. Prior to this point, the Company did not have a separate Remuneration and Nomination Committee. The full Board acted as the Remuneration and Nomination Committee during the period July 2018 to November 2018, and the Company was under Administration for the period from November 2018 to May 2019.</p>
<p>Recommendation 2.2</p> <p>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.</p>	YES	<p>A copy of the Company's Board Skills Matrix is available on the Company's website.</p> <p>Full details as to each Director and senior executive's relevant skills and experience are available in the Annual Report.</p>
<p>Recommendation 2.3</p> <p>A listed entity should disclose:</p>	YES	<p>(a) The Board Charter requires the disclosure of the names of Directors considered by the Board to be independent. The Board currently consists of an independent Non-executive</p>

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<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>		<p>Chairman, Peter Mansell, Managing Director, David Quinlivan, and two independent Non-executive Directors Keith Jones and Mark Wheatley.</p> <p>(b) The Non-executive Chairman Peter Mansell was nominated to the Board by the Company's major shareholder, Hawke's Point Holdings I Limited, in June 2018. Mr Mansell has never had any financial relationships, employment or association with Hawke's Point Holdings I Limited and the Board therefore considers him to be independent.</p> <p>(c) The Company's Annual Report discloses the length of service of each Director.</p>
<p>Recommendation 2.4</p> <p>A majority of the Board of a listed entity should be independent.</p>	YES	The majority of the current Board is independent.
<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 Chair of the Board should be an independent Director and should not be the CEO/Managing Director.</p> <p>The Company's current Chairman Peter Mansell is considered independent as noted above, and is not the 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	In accordance with the Company's Board Charter, the Company Secretary and the Remuneration and Nomination Committee is responsible for the approval and review of induction and continuing professional development programs and procedures for Directors to ensure that they can effectively discharge their responsibilities. The Company Secretary is responsible for facilitating inductions and professional development.

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Principle 3: Act ethically and responsibly		
<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>(a) The Company's Corporate Code of Conduct applies to all directors (executive or non-executive), officers, employees, authorised representatives, contractors or consultants of the Company or any subsidiary of the Company, if any.</p> <p>(b) The Company's Corporate Code of Conduct (which forms part of the Company's Corporate Governance Policies) is available on the Company's website.</p>
Principle 4: Safeguard integrity in financial reporting		
<p>Recommendation 4.1</p> <p>The Board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the Board,</p> <p>and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the relevant qualifications and experience of the members of the committee; and</p> <p>(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</p> <p>(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,</p>	YES	<p>(a) The Company currently has an Audit and Risk Committee. The Company's Audit and Risk Committee Charter provides for the creation of an Audit and Risk Committee with at least three members, a majority of whom are independent Directors, and which must be chaired by an independent Director who is not the Chair of the Board.</p> <p>The Committee comprises two independent Non-executive Directors as members, Peter Mansell (also chair of the Board) and Mark Wheatley, with independent non-executive Director Keith Jones as Chair of the Committee.</p> <p>The number of times the Committee met during the last financial year, and the individual attendances of the members, are disclosed in the Annual Report. The relevant qualifications and experience of the members of the Committee are disclosed in the Annual Report.</p> <p>(b) The Board resolved to establish a separate Audit and Risk Committee following the change in Directors in April 2019. Prior to this point, the Company did not have a separate Audit and Risk Committee. The full Board acted as the Audit and Risk Committee during the period July 2018 to November 2018, and</p>

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including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.		the Company was under Administration for the period from November 2018 to May 2019.
<p>Recommendation 4.2</p> <p>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 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>	YES	<p>The Company's Audit and Risk Committee Charter requires the CEO and CFO to provide a sign off on these terms.</p> <p>The Company has obtained a sign off on these terms for the period from effectuation of the Deed of Company Arrangement in May 2019 to 30 June 2019.</p>
<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	<p>The Company's Shareholder Communications Policy as included in the Corporate Governance Policies provide that the Company's external auditor attends its AGM and is available to answer questions from security holders about the conduct of the audit and preparation of the auditor's report.</p> <p>The Company's external auditor attended the Company's last AGM and will attend the 2019 AGM.</p>
Principle 5: Make timely and balanced disclosure		
<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 Listing Rules; and</p> <p>(b) disclose that policy or a summary of it.</p>	YES	<p>(a) The Company's Corporate Governance Policies detail the Company's disclosure requirements under the Continuous Disclosure Policy as required by the ASX Listing Rules and other relevant legislation.</p> <p>(b) The Corporate Governance Policies, which incorporates the Continuous Disclosure Policy, is available on the Company website.</p>

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Principle 6: Respect the rights of security holders		
Recommendation 6.1 A listed entity should provide information about itself and its governance to investors via its website.	YES	Information about the Company and its governance is available in the Corporate Governance Policies which can be found on the Company's website.
Recommendation 6.2 A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.	YES	The Company has adopted a Shareholder Communications Policy that aims to promote and facilitate effective two-way communication with investors. The Policy outlines a range of ways in which information is communicated to shareholders and is available on the Company's website as part of the Company's Corporate Governance Policies.
Recommendation 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.	YES	The Company's board of directors encourages all shareholders to attend and participate in the Company's meetings of shareholders.
Recommendation 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.	YES	The Shareholder Communications Policy and the Company's share registry provides that security holders can register with the Company to receive relevant information electronically. Links are made available to the Company's website on which all information provided to the ASX is posted. Shareholders queries are referred to the Company Secretaries in the first instance.
Principle 7: Recognise and manage risk		
Recommendation 7.1 The Board of a listed entity should: (a) have a committee or committees to oversee risk, each of which:	YES	The Company currently has an Audit and Risk Committee. The Company's Audit and Risk Committee Charter provides for the creation of an Audit and Risk Committee with at least three members, a majority of whom are independent Directors, and

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<p>(i) has at least three members, a majority of whom are independent Directors; and</p> <p>(ii) is chaired by an independent Director, 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 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>		<p>which must be chaired by an independent Director who is not the Chair of the Board.</p> <p>The Committee comprises two independent Non-executive Directors as members, Peter Mansell (also chair of the Board) and Mark Wheatley, with independent non-executive Director Keith Jones as Chair of the Committee.</p> <p>The number of times the Committee met during the last financial year, and the individual attendances of the members, are disclosed in the Annual Report. The relevant qualifications and experience of the members of the Committee are disclosed in the Annual Report.</p> <p>The Board resolved to establish a separate Audit and Risk Committee following the change in Directors in April 2019. Prior to this point, the Company did not have a separate Audit and Risk Committee. The full Board acted as the Audit and Risk Committee during the period July 2018 to November 2018, and the Company was under Administration for the period from November 2018 to May 2019.</p>
<p>Recommendation 7.2</p> <p>The Board or a committee of the Board should:</p> <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>	YES	<p>(a) The Company's Risk Management Policy requires that the Board will review the effectiveness of the Company's risk management framework and internal control system annually to satisfy itself that it continues to be sound and that the entity is operating within the risk appetite set by the Board.</p> <p>(b) The Board reviewed the effectiveness of the Company's risk management framework and internal control system in relation to the reporting period.</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>	YES	<p>(a) The Audit and Risk Committee Charter provides for the Audit and Risk Committee to monitor the need for an internal audit function.</p> <p>(b) The Company does not currently have a formal internal audit function, however the Board and Audit and Risk Committee</p>

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<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>		<p>oversee the effectiveness of risk management and internal control processes. The Audit and Risk Committee monitors the need for an internal audit function having regard to the size, location and complexity of the Company's operations. The Company's Audit and Risk Committee reviews risk management and internal compliance procedures at least annually and monitors the quality of the accounting function.</p> <p>Management is charged with resourcing, operating and monitoring the system of internal control, incorporating risk responses in the form of controls into its management systems, and reporting results of the effectiveness of these systems to the Board.</p> <p>Although no system of internal control can provide absolute assurance that the business risks will be fully mitigated, the internal control systems adopted by the Company have been designed to meet the Company's specific needs and the risks to which it is exposed. Internal control measures currently adopted by the Board include:</p> <ul style="list-style-type: none"> • monthly reporting to the Board in respect of operational and financial performance; • authority limits established for management which must not be exceeded unless prior Board approval is obtained; and • regular reports to the Board by appropriate members of the management team and/or independent advisers, outlining the nature of particular risks and highlighting measure which are either in place or can be adopted to manage or mitigate those risks.
<p>Recommendation 7.4 A listed entity should disclose whether it has any material exposure to economic, environmental and social</p>	<p>YES</p>	<p>The Audit and Risk Committee Charter requires the Audit and Risk Committee to review whether the Company has any material exposure to any economic, environmental and social sustainability risks and if so, develop strategies to manage such</p>

RECOMMENDATIONS (3 RD EDITION)	COMPLY	EXPLANATION
sustainability risks and, if it does, how it manages or intends to manage those risks.		risks to present to the Board. The Company discloses this information in its Annual Report and on its ASX website as part of its continuous disclosure obligations.
Principle 8: Remunerate fairly and responsibly		
<p>Recommendation 8.1</p> <p>The Board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <ul style="list-style-type: none"> (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 <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>	YES	<p>(a) The Company currently has a Remuneration and Nomination Committee. The Company's Remuneration and Nomination Committee Charter provides for the creation of a Remuneration and Nomination Committee with at least three members, a majority of whom are independent Directors. The Committee comprises three independent Non-executive Directors, Peter Mansell (chair of the Committee and chair of the Board) with independent Non-executive Directors Keith Jones and Mark Wheatley as members of the Committee. The number of times the committee met during the last financial year, and the individual attendances of the members, are disclosed in the Annual Report.</p> <p>The Board resolved to establish a separate Remuneration and Nomination Committee following the change in Directors in April 2019. Prior to this point, the Company did not have a separate Remuneration and Nomination Committee. The full Board acted as the Remuneration and Nomination Committee during the period July 2018 to November 2018, and the Company was under Administration for the period from November 2018 to May 2019.</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 and ensure that the different roles and responsibilities of non-executive Directors compared to</p>	YES	<p>The Company's Corporate Governance Policies require the Board to disclose its policies and practices regarding the remuneration of Directors and senior executives, which are disclosed on the Company's website and in the Annual Report.</p>

RECOMMENDATIONS (3 RD EDITION)	COMPLY	EXPLANATION
<p>executive Directors and other senior executives are reflected in the level and composition of their remuneration.</p>		
<p>Recommendation 8.3 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>(a) The Company had an equity-based remuneration scheme in place during the financial year. The Company does not permit 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>(b) Executives are prohibited from entering into transactions or arrangements which limit the economic risk of participating in equity based remuneration or in unvested entitlements.</p>