



Continuous Disclosure Policy

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Bravura Solutions Limited and its subsidiaries (the Company)

1. Background

1.1 Overview

The Company is committed to effective communication with its customers, shareholders, market participants, employees, suppliers, financiers, creditors, other stakeholders and the wider community. The Company will ensure that all stakeholders, market participants and the wider community are informed of its activities and performance.

The Company will endeavour to make publicly available all information to ensure that trading in its shares takes place in an efficient, competitive and informed market.

1.2 Purpose

The purpose of the Continuous Disclosure Policy (the **Policy**) is to:

- (a) ensure that the Company, as a minimum, complies with its continuous disclosure obligations under the Corporations Act 2001 (Cth) (**Corporations Act**) and the Australian Securities Exchange (**ASX**) Listing Rules and as much as possible seeks to achieve and exceed best practice;
- (b) provide shareholders and the market with timely, balanced, direct and equal access to information issued by the Company; and
- (c) promote investor confidence in the integrity of the Company and its securities.

2. Legal requirements and best practice

2.1 Legal requirements

The Company is a public company listed on the ASX. It is subject to continuous disclosure requirements under the Corporations Act and the Listing Rules (which are given legislative force under section 674 of the Corporations Act), in addition to the periodic and specific disclosure requirements. The key elements of the continuous disclosure obligations are set out below:

- (a) **The Rule:** The primary continuous disclosure obligation is contained in Listing Rule 3.1, which states that:

"Once an entity is or becomes aware of any information concerning it that a reasonable person would expect to have a material effect on the price or value of the entity's securities, the entity must immediately tell ASX that information."

- (b) **The Exception:** LR 3.1A contains the only exception to LR 3.1:

"Listing Rule 3.1 does not apply to particular information while each of the following is satisfied in relation to the information:

3.1A.1 *One or more of the following 5 situations applies:*

- *It would be a breach of a law to disclose the information;*

- *The information concerns an incomplete proposal or negotiation;*
 - *The information comprises matters of supposition or is insufficiently definite to warrant disclosure;*
 - *The information is generated for internal management purposes of the entity; or*
 - *The information is a trade secret; and*
- 3.1A.2 *The information is confidential and ASX has not formed the view that the information has ceased to be confidential; and*
- 3.1A.3 *A reasonable person would not expect the information to be disclosed."*
- (c) **ASX may request information to correct false market:** Listing Rule 3.1B provides that if the ASX considers that there is, or is likely to be, a false market in an entity's securities, and asks the entity to give it information to correct or prevent the false market, the entity must immediately give the ASX the information needed to correct or prevent the false market.
- (d) **Disclosure to ASX first:** Listing Rule 15.7 further requires that an entity must not release information that is for release to the market to any person until it has given the information to the ASX, and has received an acknowledgement that the ASX has released the information to the market.
- (e) **Material price sensitive information:** Section 677 of the Corporations Act states that, a reasonable person would be taken to expect information to have a "material effect on the price or value" of securities if the information "would, or would be likely to, influence persons who commonly invest in securities in deciding whether to acquire or dispose of" those securities.

2.2 Best practice guidelines

In addition to the legal requirements, there are guidelines published by various bodies which, though not (or not yet) mandatory, set out various views of best practice in the area of continuous disclosure. The most important of these guidelines are:

- (a) ASX Corporate Governance Council "Corporate Governance Principles and Recommendations" (4th edition), in particular Recommendations 5.1 and 5.2;
- (b) ASX Guidance Note 8 "Continuous Disclosure: Listing Rules 3.1-3.1B";
- (c) Australasian Investor Relations Association "Best Practice Guidelines for Communication between Listed Entities and the Investment Community";
- (d) joint publication by Chartered Secretaries of Australia (now Governance Institute of Australia) and the Australasian Investor Relations Association "Handling confidential information: Principles of good practice";
- (e) Australian Securities and Investments Commission (**ASIC**) Regulatory Guide 62 "Better disclosure for investors", ASIC Regulatory Guide 170 "Prospective financial information" and ASIC Regulatory Guide 73 "Continuous disclosure obligations: Infringement notices"; and
- (f) ASIC guidance and discussion paper "Heard it on the grapevine".

In particular, section 4.15 of the “ASX Guidance Note 8 Continuous Disclosure: Listing Rules 3.1-3.1B” provides guidance regarding the need to provide sufficiently detailed information for investors. According to ASX, wherever possible, an announcement under Listing Rule 3.1 should contain sufficient detail for investors or their professional advisers to understand its ramifications and to assess its impact on the price or value of the entity’s securities.

2.3 This Policy

This Policy addresses all continuous disclosure requirements under the Listing Rules and the Corporations Act, and incorporates best practice guidelines suggested by the sources listed above.

3. Key concepts

3.1 Disclosure principle

The Company will immediately notify the ASX of any information concerning it that a reasonable person would expect to have a material effect on the price or value of the Company’s securities, unless exempted by the Listing Rules or the Corporations Act.

3.2 Material price sensitive information

Any information concerning the Company which would, or would be likely to, influence investors in deciding whether to acquire or sell the Company’s securities (**material price sensitive information**) must be disclosed to the ASX in accordance with this Policy.

At least two of the Chief Financial Officer (**CFO**), Chief Executive Officer (**CEO**) and Chairperson (or the board of directors (**Board**) itself) will be responsible for determining what information is to be disclosed. Where there is doubt as to whether certain information should be disclosed, the CFO, CEO and Chairperson will discuss the issue with the Board, and, if necessary, seek external advice.

The CEO (or Company Secretary at the CEO’s request) may develop guidelines for each individual business unit in determining what is material price sensitive information for that business unit, for example, in the form of quantitative ranges.

The following provides a guide as to the type of information that is likely to require disclosure. This is not an exhaustive list. The determination of whether certain information is material price sensitive information which is subject to continuous disclosure necessarily involves the use of judgment. There will inevitably be situations where the issue is less than clear. If you come across information which potentially falls within the category of material price sensitive information, you should treat it as if it is material price sensitive information and refer the matter to the Company Secretary to resolve.

Matters which generally require disclosure include:

- (a) a material change in the Company’s financial forecasts or expectations;
- (b) a recommendation or declaration of a dividend or distribution, or a decision one will not be declared;
- (c) a substantive investor or analyst presentation;
- (d) changes in the Board, senior executives or auditors. In the case of the appointment of a new CEO or executive director, disclosure of the key terms and conditions of the relevant contract entered into and the relevant director’s interest (eg components of pay package) will be necessary;

- (e) a change in the Company's accounting policy;
- (f) an agreement between the Company (or a related party or subsidiary) and a director (or a related party of the director);
- (g) events regarding the Company's shares, securities, financing or any default on any securities (eg under or over subscriptions to an issue of securities, share repurchase program);
- (h) material information about the beneficial ownership of shares obtained by the Company under the Corporations Act;
- (i) giving or receiving a notice of intention to make a takeover offer;
- (j) a transaction for which the consideration payable or receivable is a significant proportion of the written down value of the Company's consolidated assets;
- (k) significant mergers, acquisitions/divestments, joint ventures or changes in assets;
- (l) significant developments in regard to new projects or ventures;
- (m) major new contracts, orders, or changes in suppliers or customers;
- (n) significant changes in products, product lines, supplies or inventory;
- (o) industry issues that may have a material impact on the Company;
- (p) significant changes in technology or the application of technology which could affect business;
- (q) significant legal proceedings against or allegation of any breach of the law, whether civil or criminal, by the Company;
- (r) decisions on significant issues affecting the Company by regulatory bodies in Australia (such as the Australian Competition and Consumer Commission and Takeovers Panel, or other bodies relevant to the Company);
- (s) natural disasters or accidents that have particular relevance to the businesses of the Company or its suppliers;
- (t) the appointment of a receiver, manager, liquidator or administrator in respect of any loan, trade credit, trade debt, borrowing or securities held by the Company or any of its subsidiaries; or
- (u) a copy of a document lodged with an overseas stock exchange or regulator containing market sensitive information not previously disclosed to the ASX.

3.3 Commercially sensitive information

Issues can sometimes arise under Listing Rule 3.1 in relation to the disclosure of commercially sensitive matters, such as the pricing given to a major customer or supplier under a material contract referred to above in paragraph 3.2(l) or 3.1(m). Some commercially sensitive information may be a trade secret and therefore protected from disclosure under Listing Rule 3.1A. However, some commercially sensitive information may be difficult to characterise in this manner.

To the extent necessary, announcements can be structured about a particular transaction to avoid disclosing commercially sensitive matters, provided it includes sufficient information in

the announcement to enable the market to assess the impact of the transaction on the price or value of the Company's securities. The Company must take care to ensure that the announcement is accurate, including all material information that would influence investors in deciding whether to buy or sell the Company's securities and is not misleading. If the announcement is not capable of being drafted to meet these requirements without including the commercially sensitive information, then Listing Rule 3.1 will require the commercially sensitive information to be disclosed.

3.4 Contents of announcements under Listing Rule 3.1

An announcement under Listing Rule 3.1 should contain sufficient detail wherever possible for investors or their advisers to understand its ramifications and to assess its impact on the price or value of the Company's securities. By way of an example that depends on the circumstances, ASX would generally expect an announcement about the signing of a market sensitive contract for an acquisition or disposal to include information about:

- (a) the counterparty to the contract;
- (b) a description of the assets or businesses proposed to be acquired or disposed of;
- (c) the consideration for the acquisition or disposal;
- (d) the expected date for completion of the acquisition or disposal;
- (e) in the case of an acquisition, the intended source of funds to pay for the acquisition and, if that involves a capital raising, details of the capital raising including the timetable and its effect on the total issued capital of the Company;
- (f) in the case of a disposal, the intended use of funds (if any) received for the disposal;
- (g) any material conditions that need to be satisfied before the contract becomes legally binding or proceeds to completion;
- (h) any security holder approvals that may be required in relation to the transaction and the timetable for those approvals;
- (i) the changes to the Board or senior management proposed as a consequence of the transaction; and
- (j) any other material information relevant to assessing the impact of the transaction on the price or value of the Company's securities.

Similarly and depending on the circumstances, ASX would generally expect an announcement about the signing of a market sensitive contract with a customer to include information about:

- (a) the name of the customer;
- (b) the term of the contract;
- (c) the nature of the products or services to be supplied to the customer;
- (d) the significance of the contract to the entity;
- (e) any material conditions that need to be satisfied before the customer becomes legally bound to proceed with the contract; and

- (f) any other material information relevant to assessing the impact of the contract on the price or value of the Company's securities.

In disclosing the significance of the contract to the Company, regard should be had to forward-looking statements. For example, a statement about the projected revenue to be derived from a customer contract or any other projection that is a proxy for revenue will be a forward-looking statement and therefore must have a reasonable basis in fact. Otherwise, it will be deemed to be misleading. An announcement under Listing Rule 3.1 must be accurate, complete and not misleading. For example, opinions expressed in an announcement should be honestly held and balanced, and should be clearly identified as a statement of opinion rather than a statement of fact (noting ASIC's guidance that any material assumptions or qualifications that underpin forward-looking statements in an announcement should be stated therein).

3.5 Roles and responsibilities - at a glance

This Policy will be administered by several key personnel within the Company. However, employees at every level have a role to play to ensure that the Company achieves the objectives of this Policy.

The responsibilities under this Policy are divided as follows:

- (a) **Board of directors** - the Board will be responsible for signing off on any subsequent amendments to this policy based on recommendations from the Company Secretary. The Board may be involved in the review of significant ASX announcements;
- (b) **Senior review** - a least two of the CFO, CEO and Chairperson will be responsible for determining what information is to be disclosed;
- (c) **Company Secretary** - responsible for the overall administration of this Policy and all communications with the ASX (see below);
- (d) **Authorised Spokespersons** - only the Company employees authorised to speak on behalf of the Company to external parties (see below);
- (e) **Disclosure Officers** - a Disclosure Officer is to be appointed for each business unit, who will be responsible for reporting any material price sensitive information within their business unit to the Company Secretary;
- (f) **Other employees** - report any material price sensitive information to the Disclosure Officer of their business unit. Observe the Company's "no comments" policy.

3.6 Company Secretary responsibilities

The Company Secretary is responsible for the overall administration of this Policy, and in particular, is responsible for:

- (a) ensuring that the Company is compliant with its continuous disclosure obligations;
- (b) all communications with the ASX;
- (c) reviewing proposed external announcements, and consulting with appropriate members of the Board, senior executives and/or external advisers as necessary and in particular obtaining prior authorisation in relation to all continuous disclosure announcements in accordance with this Policy;
- (d) implementing reporting processes and determining divisional guidelines (financial or qualitative) for materiality of information;

- (e) reporting on continuous disclosure issues regularly to the Board of the Company;
- (f) keeping a record of all ASX and other announcements that the Company has made;
- (g) monitoring the effectiveness of the Policy, including the understanding by employees in general of the principles and spirit of continuous disclosure; and
- (h) regularly reviewing this Policy for legislative changes or development of best practice, and communicating any amendments to the Company employees.

3.7 Authorised spokespersons

The authorised spokespersons are the Managing Director / CEO, CFO, Chairperson and Company Secretary as well as other persons authorised by the CFO, CEO or Chairperson from time to time. They are the only Company employees who may speak to the media or other external parties in relation to matters subject to this Policy.

Authorised spokespersons should be briefed by the Company Secretary about prior disclosures by the Company before speaking with external parties. When communicating with external parties, an authorised spokesperson:

- (a) should ensure all comments relate to information within the public domain and/or are not material, as the disclosure of confidential information, even if inadvertent, may result in the information no longer falling within the exception to Listing Rule 3.1 and therefore becoming disclosable to the ASX immediately;
- (b) may clarify information that the Company has released to the ASX but must not comment on material price sensitive information that has not previously been released to the ASX;
- (c) should limit any comments to his or her area of expertise as much as possible; and
- (d) should report to the Company Secretary after the external communication is made, to determine if any confidential information has been disclosed and whether, as a consequence, any disclosure to the ASX is necessary.

3.8 Company announcements - the procedures

The management of the Company's external announcements depends largely on an effective system of internal reporting and announcement preparation.

The following procedures will apply in relation to all external announcements:

- (a) **Identification and notification of material price sensitive information** - as soon as an employee becomes aware of material price sensitive information which has not been previously released by the Company, he or she should immediately notify:
 - (i) in the case of directors, senior management and Disclosure Officers - the CEO; or
 - (ii) in the case of all other employees - the Disclosure Officer of their business unit, who will in turn notify the Company Secretary.

"Continuous disclosure issues" will be a permanent item on the agenda for every Board meeting, committee meetings and all other meetings from business unit level upwards.

- (b) **Review of material price sensitive information** - after receiving any material price sensitive information, the CEO will review the information (in consultation with the CEO and/or Chairperson and/or other senior executives and/or external advisers if necessary), to determine whether the information is required to be disclosed;
- (c) **Prepare external announcement** - if the information is required to be disclosed, the CEO, or an appropriate delegate, will prepare a draft announcement. Such announcements should be factual, complete, relevant, balanced and expressed in an objective and clear manner. The use of emotive or intemperate language should be avoided;
- (d) **Obtain sign off** - the draft company announcement must be signed off by two of the CFO, CEO or Chairperson (or their delegate) or the Board (or its delegate) or someone authorised by the Company;
- (e) **Lodge announcement** - the Company Secretary, or a person appointed by the Company Secretary, will lodge the announcement with the ASX electronically and will at the same time provide the announcement to each Director of the Board; and
- (f) **Post announcement on the Company website** - within 24 hours after receiving an acknowledgement from the ASX that the announcement has been released to the market, post the announcement on the Company's website.

In light of the Company's obligation to disclose any material price sensitive information "as soon as it becomes aware" of the information, the above steps, where required, should be taken as a matter of urgency.

3.9 Joint announcements

In situations where the Company needs to issue a joint announcement with a joint venture or project partner, the Company will seek to give the partner the opportunity to review the announcement prior to its release, provided that it does not compromise the Company's ability to comply with its disclosure obligation.

3.10 Timing

The Company must not release material price sensitive information publicly until it has disclosed it to the ASX and received confirmation of its release by the ASX.

If information is to be released by the Company's Head Office and simultaneously in another geographical location (for example, by a foreign joint venture partner), the Company Secretary will consult with the relevant parties to determine how the requirement of the Listing Rules will impact on the timing of the disclosure.

3.11 Disseminating announcements

After receiving the ASX's confirmation that an announcement has been released to the market, the Company will disseminate the information as soon as possible by posting the announcement on the Company's website (within 24 hours after receiving the ASX's confirmation), and broadcasting via email and/or fax to major stakeholders.

The Company's website will contain relevant information on the Company such as:

- (a) company profile;
- (b) ASX announcements and releases;
- (c) any media or other releases;

- (d) annual reports and other financial results;
- (e) speeches, presentations and other information provided to shareholders, brokers, analysts and investors;
- (f) notices of meetings and explanatory material;
- (g) all of the Company codes, policies and charters;
- (h) AGM information; and
- (i) employee shareholder information.

The Company Secretary must review the relevant information prior to it being posted on the website. The website will be reviewed continuously to ensure that it is up-to-date, complete and accurate.

3.12 Pre-result periods

To prevent inadvertent disclosure of material price sensitive information, during the periods between the end of its financial reporting periods and the actual results release, the Company will not discuss any financial information, broker estimates and forecasts, with institutional investors, individual investors, stockbroking analysts, or the media unless the information being discussed has previously been disclosed to the ASX.

3.13 Media and market speculation

The Company has a general "no comments" policy in relation to market speculation and rumours, which must be observed by employees at all times. However, the Company may issue an announcement in response to a market speculation or rumour where it is necessary to comply with the continuous disclosure obligations, for example, for the purpose of correcting factual errors or responding to a formal request from the ASX for information.

The Company will not provide the media with exclusive interviews or information that potentially contains any material price sensitive information prior to disclosing that information to the ASX. It will also not provide any information "off the record".

The Company will not disclose any information that is potentially material price sensitive information publicly under an embargo arrangement prior to release to the ASX.

Employees who are approached by the media or any external parties for information should observe the "no comments" policy and notify the Company Secretary as soon as possible.

3.14 Briefings/meetings/conference calls with analysts or investors

As part of the Company's management of investor relations and to enhance stockbroking analysts' understanding of its background and technical information, it conducts briefings with analysts or investors from time to time, including:

- one-on-one discussions (for the purpose of this Policy, this includes any communications between the Company and an analyst/investor);
- Company briefings; and
- conference calls,

(collectively referred to as **briefings**).

The Company's policy for conducting these briefings is not to disclose any information which is, or potentially is, material price sensitive information, that has not been announced to the ASX and the market generally. No briefing should be held during pre-results periods.

In addition, the following protocols will be followed in relation to such briefings:

- (a) a copy of new and substantive investor or analyst presentation materials will be released on the market ahead of the presentation and inform the market of the briefing;
- (b) any written material to be used at a briefing must be provided in advance to the CFO to determine whether it contains any information that has not previously been disclosed;
- (c) if possible, 2 Company employees, including the Company Secretary/other authorised representative should be present at the briefing;
- (d) if only 1 Company employee could attend the briefing, the briefing should, where possible, be recorded. Where recording is not possible, the relevant employee must make an immediate note of the content of the briefing, which is to be provided to a Company Secretary; if the Company Secretary/other authorised representative cannot attend the briefing, they should be fully briefed within 1 day after the briefing;
- (e) a file note should be made in relation to the briefing and be kept for a reasonable period after the briefing;
- (f) if a question raised during the briefing can only be answered by disclosing material price sensitive information which was not previously disclosed to the ASX, the Company employee must decline to answer the question, but take the question on notice;
- (g) Company employee(s) participating at a briefing should conduct a post-briefing review on the same day to identify whether any confidential information was disclosed. If an employee present at a briefing considers that any material price sensitive information that was not previously disclosed, was disclosed during the briefing, he or she must immediately notify the Company Secretary; and
- (h) following the briefing, the Company will post all material used or made available for the briefing on the Company's website.

3.15 Broker sponsored investor conferences

The Company or its executives are from time to time invited to participate or present at broker sponsored investor conferences. The policy and protocols for the Company's briefings apply to such conferences.

3.16 Responding to analyst reports and forecasts

Stockbroking analysts frequently prepare reports on securities of listed entities, including the Company, which contain performance and financial forecasts. The Company acknowledges the importance of analyst reports in facilitating the operation of the market in an informed and efficient manner.

However, the Company is independent, and will do all things necessary to be seen as independent, to analysts. The Company will not endorse any such reports, and will restrict its comments to factual matters and information which has been previously disclosed to the ASX and the market generally.

In particular, the Company:

- (a) will not generally comment on analyst forecasts or disclose its own earnings or projections. However, it may comment on analyst reports by:
 - (i) acknowledging the report's range of estimates; and
 - (ii) correcting factual errors or assumptions where relevant information has previously been disclosed;
- (b) will not include any analyst reports in its own corporate information, or post any analyst reports (including hyperlinks) on its website, but may use the reports internally;
- (c) will include a disclaimer that the Company is not responsible for, and does not endorse, the analyst report, in any response made to an analyst; and
- (d) may consider issuing a profit/warning statement if it becomes apparent that in general the market's earnings projections for the Company materially differ from its own estimates.

If a draft report has been sent to the Company for comments, it should be forwarded immediately to the CEO or Company Secretary.

3.17 Access to public presentations

The Company may consider providing security holders the opportunity to participate in public presentations containing material price sensitive information of new and substantive information where practicable, as described in its Communications Policy.

3.18 Chatrooms and social media

Company employees or associated parties must not participate in chat room and social media discussions on the internet where the subject matter relates to the Company unless authorised in writing to do so by the Managing Director/CEO, CFO or Company Secretary. Any such participation must clearly identify the participant by name and as a Company spokesperson.

3.19 Responding to unexpected questions

Company employees and executives are often faced with unexpected questions from external parties - for example, pre-arranged briefings sometimes move outside the scope of intended discussion, or Company executives may be asked for information in situations other than formal briefings.

When faced with an unexpected question, respond only with information which has previously been disclosed to the market. If answering the question requires the disclosure of information that has not been disclosed, or if in doubt as to whether or not certain information has already been disclosed, decline to answer the question. Take the question on notice so that the formal process of releasing information can operate.

3.20 Handling of confidential market-sensitive information

In relation to the handling of confidential market-sensitive information, the Company will:

- (a) implement internal systems to protect confidential, market-sensitive information, including to ensure that employees and Directors are aware of their confidentiality obligations;

- (b) maintain an insider list when conducting a confidential, market-sensitive transaction;
- (c) request advisers and other service providers to enter into confidentiality agreements before passing on confidential, market-sensitive information and, if in doubt, seek confirmation from those advisers and other service providers that they have in place policies and practices relating to the handling and control of confidential, market-sensitive information that satisfy the terms of the confidentiality agreement; and
- (d) seek information from its advisers in relation to which, when and how potential investors are being sounded on the Company's behalf by those advisers in relation to a transaction involving the Company.

3.21 Media contact and comment

The Company has a Communication Policy which refers to, amongst other things, its approach to media contact and comment. The Company's Communications Policy is contained on its website.

3.22 Inadvertent disclosure of information

Disclosure of material price sensitive information to an external party prior to disclosure to the ASX constitutes a breach of Listing Rule 15.7. To prevent a breach of Listing Rule 15.7 and to minimise the consequences should such a breach occur, the following procedures apply.

A review should be done following any communications with an external party. If a Company employee becomes aware that:

- (a) there may have been inadvertent disclosure of material price sensitive information (which has not been disclosed to the ASX) during any communication with external parties; or
- (b) confidential Company information may have been leaked (whatever its source),

he or she should immediately notify the CEO or Company Secretary. In such a situation, the Company will need to immediately issue a formal ASX announcement in order to avoid the emergence of a false market in its securities.

Where the confidential information disclosed during external communications is not price sensitive, the Company will still ensure equal access to that information by posting it on its website.

4. Trading halts

In certain circumstances, the Company may need to request a trading halt from the ASX to maintain the efficient trading of its securities. The Managing Director / CEO and/or CFO will make all decisions in relation to trading halts and are the only personnel authorised to request a trading halt on behalf of the Company.

5. Other matters

5.1 Advisers and consultants

The Company will require consultants and professional advisers engaged by the Company or any of its subsidiaries to adhere to this Policy. The Company may ask such consultants and professional advisers to sign a confidentiality agreement.

5.2 Breach of Policy

The Company takes continuous disclosure very seriously. Non-compliance with continuous disclosure obligations may constitute a breach of the Corporations Act or the Listing Rules. This may result in fines for the Company, personal liabilities for directors and other officers, and damage to the Company's reputation.

Breaches of this Policy may result in disciplinary action against the employee including dismissal in serious cases.

5.3 Further information

You should read this Policy carefully and familiarise yourself with the policy and procedures detailed.

The Company will review this Policy regularly as legislative requirements change and best practice for continuous disclosure evolves. The Company Secretary will communicate any amendments to Company employees.

If you have any questions on the Policy, or require further information, contact the Company Secretary.

5.4 Adoption of Policy and Board review

This Policy was adopted by the Board on 26 November 2019, and takes effect from that date and replaces any previous policy in this regard.

The Board will review this Policy periodically to check that it is operating effectively and to consider whether any changes are required to the Policy. The Company Secretary will communicate any amendments to employees as appropriate.