

9 Spokes International Limited

# Corporate Governance Statement

Last Updated: 13 July 2016

The Directors and management of 9 Spokes International Limited (**9 Spokes** or **Company**) are committed to conducting business in an ethical manner, and in accordance with the highest standards of corporate governance. Accordingly, the Company has adopted, and substantially complies with, the *ASX Corporate Governance Principles and Recommendations (Third Edition)* (**Recommendations**) to the extent appropriate to the size and nature of the Company's operations.

The Company has prepared this statement which sets out its corporate governance practices in operation from the date the Company was admitted to the official list of the ASX until 13 July 2016. This statement identifies and provides reasons regarding why some Recommendations have not been followed.

This statement is current as at 13 July 2016, and has been approved by the Board of the Company.

The Company's corporate governance policies and charters are available at the Company's online Investor Centre (<https://www.9spokes.com/investors>) (**Website**).

Recommendation	Status	Reference/Comment
<p>1.1 A listed entity should disclose:</p> <p>(a) the respective roles and responsibilities of its board and management; and</p> <p>(b) those matters expressly reserved to the board and those delegated to management.</p>	<p>Complying</p>	<p>The Board has adopted a Board Charter that sets out in detail the responsibilities of the Board.</p> <p>The Board Charter provides that the Board should comprise Directors with a range of skills, expertise, experience and diversity which are relevant to the Company’s business and the Board’s responsibilities.</p> <p>The Board Charter and the Constitution of the Company allows the Board to delegate powers and responsibilities to Committees established by the Board. Further, the Board proposes to adopt a Delegated Authority Policy to provide the detail of its proposed permitted delegation to the CEO or to other Committees. This proposed delegation permits the CEO to delegate responsibility and authority to other senior management.</p> <p>The Board retains ultimate accountability to security holders in discharging the Company's duties.</p> <p>The Board will review the Board Charter and the Delegated Authority Policy from time to time to ensure it appropriately meets the needs of the Company, as it grows and develops.</p> <p>A copy of the Board Charter and the Delegated Authority Policy is available on the Website.</p>
<p>1.2 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 in its possession relevant to a decision on whether or not to elect or re-elect a director.</p>	<p>Complying</p>	<p>The Board has established and operates a Remuneration and Nomination Committee, with functions and powers as set out in the Remuneration and Nomination Committee Charter, a copy of which is available on the Website.</p> <p>Prior to, and following the Company's admission to the official list of the ASX, the Company arranged for background checks to be undertaken on all Directors, to the extent possible, including criminal history checks and insolvency checks.</p> <p>The Company will provide information to security holders about Directors seeking re-election at a general meeting to enable them to make an informed decision on whether or not to re-elect that Director.</p> <p>In the event a person stands for election as a Director for the first time, the Company will provide all material information in its possession to security holders to enable them to make an informed decision.</p>
<p>1.3 A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.</p>	<p>Complying</p>	<p>All Directors and senior executives have entered into written agreements with the Company setting out the terms of their appointment.</p>

Recommendation	Status	Reference/Comment
<p>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.</p>	<p>Complying</p>	<p>The company secretary is responsible for day to day secretarial duties, including the administration of the Board and Committee meetings, overseeing the Company's relationship with its share registry and liaising with the ASX when appropriate, and ongoing compliance with the ASX Listing Rules.</p> <p>The company secretary is accountable to the Board, through the Chair, and all Directors have access to the company secretary from time to time.</p>
<p>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 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:</p> <p>(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</p> <p>(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.</p>	<p>Not Complying</p>	<p>The Company's employees have diverse skills, backgrounds, perspectives and experiences.</p> <p>The Company does not discriminate on any grounds and determines appointments based on merit only.</p> <p>Since the Company has a relatively small workforce, the Company does not consider it appropriate to establish any gender based objectives at this time, and so does not have a gender diversity policy.</p> <p>Following further expansion and development of the Company, and the acquisition of a larger workforce, the Company intends to establish a diversity policy with measurable objectives set for achieving gender diversity targets.</p>

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<p>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>Complying</p>	<p>A central role of the Remuneration and Nomination Committee is to assist the Board in undertaking regular reviews of the Board, its Committees and individual Directors.</p> <p>The Board Charter provides that the Board will review its overall performance, the performance of its Committees and individuals.</p> <p>The Company will disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with the Board Charter, and with assistance as required from the Remuneration and Nomination Committee.</p> <p>Although performance evaluations will not be undertaken in 2016, it is envisaged that they will be undertaken in 2017.</p>
<p>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>Complying</p>	<p>A central role of the Remuneration and Nomination Committee is to assist the Board in undertaking regular reviews of senior executives.</p> <p>The Board Charter provides that the Board will review the performance of those senior executives.</p> <p>The Company will disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with the Board Charter, and with assistance as required from the Remuneration and Nomination Committee.</p> <p>Although performance evaluations will not be undertaken in 2016, it is envisaged that they will be undertaken in 2017.</p>

Recommendation	Status	Reference/Comment
<p>2.1 The board of a listed entity should:</p> <p>(a) have a nomination Committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the Committee;</p> <p>(4) the members of the Committee; and</p> <p>(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</p> <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, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.</p>	<p>Part Complying</p>	<p>The Board has established a Remuneration and Nomination Committee comprising three members: Wendy Webb (independent, non-executive Director), Thomas Power (non-executive Director), and Paul Reynolds (non-executive Director, Chairman of the Board and Chair of the Committee). A copy of the Remuneration and Nomination Committee's Charter is available on the Website.</p> <p>The principal nomination role of the Remuneration and Nomination Committee is to review and recommend to the Board its size and composition, and to assist the Board in the appointment, election, re-election and review of performance of Directors.</p> <p>The Remuneration and Nomination Committee has three members, but only one member of the Committee is an independent Director and the Committee is not chaired by an independent Director. The Board is of the view that the current members of the Remuneration and Nomination Committee are the most appropriate to achieve its objectives (having regard to their experience and skills) and that each member will bring independent judgement to its deliberations.</p> <p>The Remuneration and Nomination Committee will meet regularly, at the times determined by the Chair of the Committee, but not less than two scheduled times a year. A member of the Committee may request that a meeting of the Committee be convened at any other time.</p> <p>The Remuneration and Nomination Committee has not yet convened a meeting, noting that the Company has been admitted to the official list for a period slightly exceeding one month.</p> <p>The Company will disclose in its annual reports the number of times the Remuneration and Nomination Committee meets throughout each financial year and the individual attendances of the members at those meetings.</p>
<p>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.</p>	<p>Not Complying</p>	<p>The Board has not adopted a specific Board skills matrix which sets out the mix of skills and diversity that the Board currently has, or is looking to achieve, in its membership. However, the Board aims to have Directors with an appropriate mix of skills, experience, expertise and diversity relevant to the Company's business and the Board's responsibilities.</p> <p>The Board expects to develop a board skills matrix before the end of the next reporting period.</p> <p>In any event, the Board is of the view that it currently has that appropriate mix of skills and diversity.</p>

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<p>2.3 A listed entity should disclose:</p> <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 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>Complying</p>	<p>The Board currently comprises one independent Director, Wendy Webb. Although Wendy Webb has previously provided consultancy services to the Company from time to time, the Board is of the view that this does not, or should not reasonably be seen to, interfere with the ability of Wendy Webb to bring an independent judgement on any issues before the Board and will not affect her ability to act in the best interests of the Company and its security holders generally.</p> <p>The length of service of each Director is set out below by reference to each Director's date of appointment:</p> <p>Mark Estall: 19 September 2011                      Paul Reynolds: 10 September 2014                      Thomas Power: 7 October 2014                      Wendy Webb: 18 March 2015</p>
<p>2.4 A majority of the board of a listed entity should be independent directors.</p>	<p>Not Complying</p>	<p>As at 13 July 2016, the Board comprised Mark Estall, Paul Reynolds, Thomas Power and Wendy Webb.</p> <p>The Board currently considers that only Wendy Webb is an independent Director.</p> <p>The Board has considered whether the majority of the Board should be independent and concluded that due to the unique operations of the Company, particularly in light of its accelerated expansion and development, a requirement of a majority of independent Directors is not appropriate for the Company at this time.</p> <p>The independence of Directors will be reviewed by the Board from time to time.</p>
<p>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.</p>	<p>Part Complying</p>	<p>Although the CEO and the Chairman is not the same person, the Company has a non-independent Chairman.</p> <p>Paul Reynolds has extensive experience in all of the operations of the Company and has served on the boards of large telecommunications companies. For these reasons, the Board has decided to appoint Paul Reynolds to guide the Company as its non-independent Chairman.</p>

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<p>2.6 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.</p>	<p>Complying</p>	<p>The Remuneration and Nomination Committee is responsible for reviewing and making recommendations to the Board on induction and continuing professional development programs for Directors.</p> <p>During the process of the Company being admitted to the official list of the ASX, the Directors cultivated their existing skills in relation to the corporate governance requirements imposed on publicly listed companies. Directors are also made aware of legislative and regulatory changes from time to time, and have an opportunity to seek independent advice from professional advisors, ensuring they develop and maintain the skills needed to perform their roles effectively.</p>
<p>3.1 A listed entity should:</p> <ul style="list-style-type: none"> <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>	<p>Complying</p>	<p>The Board has adopted a Code of Conduct, a copy of which is available on the Website. This Code sets out the guidelines that Directors, senior managers and employees of the Company are required to following in performing their duties, with a view to achieving the highest possible standards in the discharge of their obligations, and to assist them to achieve best practice in all facets of corporate governance.</p>

Recommendation	Status	Reference/Comment
<p>4.1 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, 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, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>	<p>Part Complying</p>	<p>The Board has established an Audit and Risk Committee comprising three members: Thomas Power (non-executive Director), and Paul Reynolds (non-executive Director, Chairman of the Board) and Wendy Webb (independent, non-executive Director and Chair of the Committee). A copy of the Audit and Risk Committee's Charter is available on the Website.</p> <p>The principal audit role of the Audit and Risk Committee involves overseeing the Company's financial reporting and its internal and external audit functions.</p> <p>The Audit and Risk Committee has three members, but only the Chair is an independent Director. The Board is of the view that the current members of Audit and Risk Committee are the most appropriate to achieve its objectives (having regard to their experience and skills) and that each member will bring independent judgement to its deliberations. For a description of each Committee member's relevant qualifications and experience, see Chapter 7 of the Company's Replacement Prospectus dated 17 May 2016, a copy of which is available on the Website.</p> <p>The Audit and Risk Committee will meet regularly, at the times determined by the Chair of the Committee, but not less than two scheduled times a year. A member of the Committee, or the external auditor, may request that a meeting of the Committee be convened at any other time.</p> <p>The Audit and Risk Committee has not yet convened a meeting, noting that the Company has been admitted to the official list for a period slightly exceeding one month.</p> <p>The Company will disclose in its annual reports the number of times the Audit and Risk Committee meets throughout each financial year and the individual attendances of the members at those meetings.</p>
<p>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.</p>	<p>Complying</p>	<p>The Directors are committed to the preparation of financial statements that present a balanced and clear assessment of the Company's financial position.</p> <p>The Audit and Risk Committee (established by the Audit and Risk Committee Charter, a copy of which is available on the Website) review the Company's financial statements.</p> <p>The Audit and Risk Committee have a responsibility to ensure that before the Board approves the Company's financial statements for a financial period, they receive declarations regarding the accuracy of the Company's financial position as disclosed in those financial statements from the CEO and CFO.</p>

Recommendation	Status	Reference/Comment
<p>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.</p>	Complying	<p>The Company's Shareholders Communication Policy, a copy of which is available on the Website, encourages security holders to attend the Company's annual general meeting, and security holders are able to ask questions of the auditor, including providing written questions in relation to their conduct of the audit and the content of the auditor's report.</p>
<p>5.1 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>	Complying	<p>The Board has adopted a Continuous Disclosure Policy, a copy of which is available on the Website. The Company is committed to promoting investor confidence by complying with all continuous disclosure obligations imposed by the ASX Listing Rules, or otherwise required by law. The Company also ensures that its announcements are presented in a factual, clear and balanced way and that all security holders have equal and timely access to material information.</p>
<p>6.1 A listed entity should provide information about itself and its governance to investors via its website.</p>	Complying	<p>The Investor Centre located on the Website permits security holders and the public to review its market, announcements, financial reports, and corporate governance policies and charters.</p>
<p>6.2 A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.</p>	Complying	<p>The Board has adopted a Shareholder Communications Policy, a copy of which is available on the Website.</p> <p>The Company supports open communication with its investors, and is committed to providing security holders with balanced and understandable information about its business and performance.</p>
<p>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.</p>	Complying	<p>The Company's policies and processes it implements to facilitate and encourage participation at meetings of security holders are set out in its Shareholder Communications Policy.</p> <p>In particular, security holders are encouraged to attend the Company's annual meeting. The notice of this meeting is given in accordance with the Constitution of the Company, the <i>Companies Act 1993</i> (NZ), and the ASX Listing Rules. The Company will assist security holders to participate in the meeting using audio-visual facilities, or otherwise encourage them to participate by appointing a proxy, attorney or representative to participate on their behalf.</p>
<p>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.</p>	Complying	<p>Investors are able to communicate with the Company electronically by emailing: <a href="mailto:investors@9spokes.com">investors@9spokes.com</a>.</p> <p>Investors are also able to communicate with the Company's share registry by contacting Boardroom.</p> <p>The Company encourages its security holders to receive information of the Company electronically by registering their email addresses online with the Company's share registry, Boardroom.</p>

Recommendation	Status	Reference/Comment
<p>7.1 The board of a listed entity should:</p> <p>(a) have a Committee or Committees to oversee risk, each of which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the Committee;</p> <p>(4) the members of the Committee; and</p> <p>(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</p> <p>(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.</p>	<p>Part Complying</p>	<p>The Board has established an Audit and Risk Committee comprising three members: Thomas Power (non-executive Director), and Paul Reynolds (non-executive Director, Chairman of the Board) and Wendy Webb (independent, non-executive Director and Chair of the Committee). A copy of the Audit and Risk Committee's Charter is available on the Website.</p> <p>The principal risk management role of the Audit and Risk Committee involves approving the Company's overall risk management strategy and ensuring that any required actions in this regard are resourced appropriately.</p> <p>The Audit and Risk Committee has three members, but only the Chair is an independent Director. The Board is of the view that the current members of Audit and Risk Committee are the most appropriate to achieve its objectives (having regard to their experience and skills) and that each member will bring independent judgement to its deliberations.</p> <p>The Audit and Risk Committee will meet regularly, at the times determined by the Chair of the Committee, but not less than two scheduled times a year. A member of the Committee, or the external auditor, may request that a meeting of the Committee be convened at any other time.</p> <p>The Audit and Risk Committee has not yet convened a meeting, noting that the Company has been admitted to the official list for a period slightly exceeding one month.</p> <p>The Company will disclose in its annual reports the number of times the Audit and Risk Committee meets throughout each financial year and the individual attendances of the members at those meetings.</p>

Recommendation	Status	Reference/Comment
<p>7.2 The board or a Committee of the board should:</p> <p>(a) review the entity’s risk management framework 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>	<p>Complying</p>	<p>The Company has a number of policies and procedures to identify, assess and manage business and operational risks and will further develop these policies and procedures in the future as the Company grows.</p> <p>The Audit and Risk Committee is, for instance, delegated powers to approve the overall risk management strategy for the Company, and to ensure any required actions are resourced appropriately. In particular, this Committee will ensure that the Company identifies reviews and regularly updates the profile of the principal business risks to which it is exposed. The Committee's role is to assist the Board to meet its oversight responsibilities. The Audit and Risk Committee has not yet convened a meeting, noting that the Company has been admitted to the official list for a period slightly exceeding one month.</p> <p>The Charter that establishes and prescribes the responsibilities of this Committee is set out in the Audit and Risk Committee Charter, a copy of which is available on the Website. This Charter is reviewed at least once every year.</p>
<p>7.3 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> <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>Complying</p>	<p>The Company does not currently have an internal audit function. However, the Company will continually evaluate and improve the effectiveness of its risk management and internal control processes by delegating to the Audit and Risk Committee an internal control function, which will evaluate on an ongoing basis the processes the Company will have in place to ensure that risk is appropriately managed. The Audit and Risk Committee has not yet convened a meeting, noting that the Company has been admitted to the official list for a period slightly exceeding one month.</p>
<p>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.</p>	<p>Complying</p>	<p>In light of the Company's operations and the contexts in which it operates, the Company does not consider that it has any material exposure to economic, environmental and social sustainability risks.</p> <p>However, the performance of the Company, in common with other companies, is subject to general risks, including economic risks. For instance, the Company may be affected by changing interest and inflation rates, and the movement of currency exchange rates.</p>

Recommendation	Status	Reference/Comment
<p>8.1 The board of a listed entity should:</p> <p>(a) have a remuneration Committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the Committee;</p> <p>(4) the members of the Committee; and</p> <p>(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</p> <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>	<p>Part Complying</p>	<p>The Board has established a Remuneration and Nomination Committee comprising three members: Wendy Webb (Independent, Non-Executive Director), Thomas Power (Non-Executive Director), and Paul Reynolds (Non-Executive Director, Chairman of the Board and Chair of the Committee). A copy of the Remuneration and Nomination Committee's Charter is available on the Website.</p> <p>The principal remuneration role of the Remuneration and Nomination Committee is to review and recommend to the Board contractual arrangements for executive Directors and senior executives, and to review and approve the general remuneration framework for employees of the Company.</p> <p>The Remuneration and Nomination Committee has three members, but only one member of the Committee is an independent Director and the Committee is not chaired by an independent Director. The Board is of the view that the current members of the Remuneration and Nomination Committee are the most appropriate to achieve its objectives (having regard to their experience and skills) and that each member will bring independent judgement to its deliberations.</p> <p>The Remuneration and Nomination Committee will meet regularly, at the times determined by the Chair of the Committee, but not less than two scheduled times a year. A member of the Committee may request that a meeting of the Committee be convened at any other time.</p> <p>The Remuneration and Nomination Committee has not yet convened a meeting, noting that the Company has been admitted to the official list for a period slightly exceeding one month.</p> <p>The Company will disclose in its annual reports the number of times the Remuneration and Nomination Committee meets throughout each financial year and the individual attendances of the members at those meetings.</p>
<p>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.</p>	<p>Complying</p>	<p>The Remuneration and Nomination Committee Charter has specific responsibility to develop policies and practices regarding the remuneration of the Directors and other senior executives.</p> <p>The remuneration of Directors is detailed in the Company's annual reports.</p>

Recommendation	Status	Reference/Comment
<p>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>Complying</p>	<p>The Company has an Employee Share Option Plan (<b>ESOP</b>) to promote a culture of ownership amongst the stakeholders of the Company and to motivate its staff.</p> <p>The Company also has a Securities Trading Policy, a copy of which is available on the Website. This Policy also applies to people who acquire securities under the ESOP.</p> <p>Under the Securities Trading Policy, Key Management Personnel (as that term is defined in that Policy) who participate in the Company's equity-based incentive plans (like the ESOP) must not enter into any transaction which would have the effect of hedging or otherwise transferring to any other person the risk of any fluctuation in the value of any unvested entitlement in securities, or securities subject to a holding lock, which are issued by the Company.</p>