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## CORPORATE GOVERNANCE – INDEPENDENCE OF DIRECTORS ASSESSMENT

An independent Director is a non-executive Director who is not a member of management and who is free of any business or other relationship that could materially interfere with – or could reasonably be perceived to materially interfere with – the independent exercise of their judgement. It is the Board's policy that in determining a Director's independence, the Board considers any relationships that may affect his/her independence, as set out in Box 2.3 of the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations*, as follows.

When determining the independent status of a Director, the Board should consider whether the Director:

1. is a substantial shareholder<sup>1</sup> of the Company or an officer of, or otherwise associated directly with, a substantial shareholder of the Company;
2. is employed, or has previously been employed, in an executive capacity by the Company or another group member, and there has not been a period of at least 3 years between ceasing such employment and serving on the Board;
3. has within the last 3 years been a principal of a material professional adviser or a material consultant to the Company or another group member, or an employee materially associated with the service provided;
4. is a material supplier or customer of the Company or other group member, or an officer of, or otherwise associated directly or indirectly with, a material supplier or customer, or
5. has a material contractual relationship with the Company or another group member other than as a Director.

Family ties and cross-directorships may be relevant in considering interests and relationships that may affect independence and should be disclosed to the Board. For the purposes of determining materiality, the Company discloses its Materiality Thresholds in its Board Charter.

If there is a change in a non-executive Director's interests, positions, associations or relationships that could bear upon his/her independence, then that non-executive Director is obliged to inform the Board and the Nomination Committee, which can then consider the independence issue and report to the market once a conclusion on the assessment has been made.

### Review

The Board will formally review this policy no less than every three (3) years or when certain milestones of the Company are approaching.

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<sup>1</sup> For this purpose, a 'substantial holder' is a person with a substantial holding, as defined in section 9 of the Corporations Act. As at 11/04/12 a substantial holding is at least 5 per cent.