

# 2019 CORPORATE GOVERNANCE STATEMENT

This corporate governance statement sets out Janison Education Group Limited (**Company**) current compliance with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (**ASX Principles and Recommendations**). The ASX Principles and Recommendations are not mandatory. However, this corporate governance statement discloses the extent to which the Company has followed the ASX Principles and Recommendations. This corporate governance statement is current as at 15 August 2019 and has been approved by the board of the Company (**Board**).

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<b>1.</b>		<b>Lay solid foundations for management and oversight</b>
<b>1.1.</b>		<i>A listed entity should disclose:</i>
		<i>(a) the respective roles and responsibilities of its board and management; and</i>
		<i>(b) those matters expressly reserved to the board and those delegated to management.</i>
	Yes	<p>The Board is responsible for the corporate governance of the Company.</p> <p>The Board has adopted a Board Charter which outlines the manner in which its powers and responsibilities will be exercised and discharged, having regard to principles of good corporate governance and applicable laws. Pursuant to the Board Charter, the Board assumes responsibilities including, but not limited to the following:</p> <ul style="list-style-type: none"> <li>(a) considering and approving the strategy of the Company and its related companies (<b>Group</b>);</li> <li>(b) adopting an annual budget and monitoring financial performance including approving the annual and half year financial statements and reports;</li> <li>(c) approving major investments and monitoring the return on those investments;</li> <li>(d) monitoring the adequacy, appropriateness and operation of internal controls including reviewing and approving the Group's compliance systems and corporate governance principles;</li> <li>(e) providing continuous disclosure of information to the investment community, and making available information shareholders can reasonably require to make informed assessments of the Group's prospects;</li> <li>(f) reviewing and monitoring significant business risks and oversights and how they are managed;</li> <li>(g) monitoring the conduct of the relationship with key regulators to meet the Group's obligations;</li> <li>(h) determining delegations to committees, subsidiary boards and management and approving transactions in excess of delegated levels;</li> <li>(i) appointing and reviewing the performance of the chief executive officer (<b>CEO</b>) of the Company and from time to time any portfolio companies of the Group, including overseeing the remuneration, development and succession</li> </ul>

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
		<p>planning for the chief executive officers and management, while overseeing the operation of appropriate human resource management systems including remuneration;</p> <ul style="list-style-type: none"> <li>(j) assessing its own performance and that of individual Directors;</li> <li>(k) selecting and appointing new Directors;</li> <li>(l) considering, proving and endorsing major policies of the organisation including a code of conduct which promotes ethical behaviour and social responsibility;</li> <li>(m) overseeing the implementation of appropriate work health and safety systems; and</li> <li>(n) protecting and overseeing the enhancement of the reputation of the Company.</li> </ul> <p>A copy of the Board Charter is available on the Company's website at the following URL: <a href="http://www.janison.com/investors">www.janison.com/investors</a>.</p> <p>Pursuant to the Board Charter, the Board has delegated specific authorities to the Chairman. Subject to these delegated matters, the Chairman is authorised to exercise all the powers of the Directors, except with respect to the following:</p> <ul style="list-style-type: none"> <li>(a) approval of major elements of strategy including any significant change in the direction of that strategy;</li> <li>(b) approvals above delegated levels of credit limits, country risk exposures, equity risk limits, market risk limits, loans and encumbrances, equity investments and underwriting risk;</li> <li>(c) capital expenditure in excess of delegated levels or expenditure outside the ordinary course of business;</li> <li>(d) certain remuneration matters including material changes to remuneration policies;</li> <li>(e) adoption of the Company's annual budget;</li> <li>(f) approval of the interim and final accounts and related reports to the ASX;</li> <li>(g) specific matters in relation to continuous disclosure as defined in the Continuous Disclosure Policy; and</li> <li>(h) other matters as the Board may determine from time to time.</li> </ul> <p>The Company is committed to the circulation of relevant materials to Directors in a timely manner to facilitate Directors' participation in Board discussions on a fully informed basis. The Company intends to review the membership of the Board, and the Board Charter at least once every year to determine its ongoing appropriateness.</p>

<p>1.2. <i>A listed entity should:</i>  <i>(a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election as a director; and</i>  <i>(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.</i></p>	<p>Yes</p>	<p>The Company undertakes backgrounds checks with regards to the person’s character, experience, education, criminal record and bankruptcy history prior to nomination for election as a director. Any material adverse information revealed by these checks is released to security holders prior to the general meeting at which they can be elected.</p> <p>When an individual is nominated to be a director, details of their relevant professional history and qualifications will be made accessible to the security holders in the Company.</p>
<p>1.3. <i>A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.</i></p>	<p>Yes</p>	<p>Directors and senior executives of the Company are given letters of appointment and/or service agreements prior to their engagement with the Company.</p>
<p>1.4. <i>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.</i></p>	<p>Yes</p>	<p>The Company Secretary was appointed by and is responsible to the Board through the Chairman. The Chairman and the Company Secretary co-ordinate the Board agenda.</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>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>N/A</p>	<p>At a Board and senior management level, gender diversity has been identified as a key area of focus for the Company. Accordingly, the Company has adopted a Diversity Policy which will aim to achieve adequate representation of both men and women in the Company's senior management positions and on the Board by:</p> <p>(a) setting measurable objectives relating to diversity (including gender diversity) at all senior management and leadership levels; broadening the field of potential candidates for senior management and board appointments; and</p> <p>(b) embedding the extent to which the Board has achieved the objective of this policy in the evaluation criteria for the annual Board performance review.</p> <p>A copy of the Diversity Policy is available on the Company's website at the following URL: <a href="http://www.janison.com/investors">www.janison.com/investors</a>.</p> <p>The following measurable objectives were set by the Board:</p> <ul style="list-style-type: none"> <li>Promote awareness about the importance of diversity and inclusion;</li> <li>Review and monitor parity of working conditions and pay across the organisation;</li> <li>Ensure recruiting processes generates a diverse pool of talent and based on merit;</li> <li>Analyse ratio of women to men in the workforce;</li> <li>Encourage and promote flexible working practises; and</li> <li>Establish appropriate channels for reporting and addressing harassment;</li> </ul> <p>The respective proportions of men and women in the organisation are as follows:</p> <table border="1" data-bbox="751 1249 1362 1375"> <thead> <tr> <th></th> <th>Men</th> <th>Women</th> </tr> </thead> <tbody> <tr> <td>Board</td> <td>5</td> <td>1</td> </tr> <tr> <td>Senior Executive</td> <td>2</td> <td>3</td> </tr> <tr> <td>FTE employees</td> <td>81</td> <td>72</td> </tr> </tbody> </table> <p>The number of female senior executives increased from 2 to 3 since the previous reporting period, an increase of 50%.</p> <p>Following a restructure within the senior executive team the proportion of females is now higher than males with a 60% female, 40% male ratio.</p> <p>The gender diversity has improved significantly over the previous reporting period with a FTE ratio of female to male employees now at 47%. The acquisition of LTC and the inclusion of its large casual workforce which is predominantly female has had a significant impact on the percentage of females now employed by the Company.</p> <p>Senior Executives are defined as the Executive Directors and those with a direct report into the CEO.</p> <p>Since the previous reporting period the Company has also created a new position of People and Culture Manager whose responsibility it is to assist in the achievement of the measurable objectives as set by the board.</p>		Men	Women	Board	5	1	Senior Executive	2	3	FTE employees	81	72
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<p>1.6. <i>A listed entity should:</i></p> <p>(a) <i>have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</i></p> <p>(b) <i>disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</i></p>	<p>Yes</p> <p>Yes</p>	<p>The Remuneration and Nomination Committee is responsible for establishing processes for the review of the performance of the board, its committees and individual directors. During the year ended 30 June 2019 these processes included self-evaluating questionnaires and open discussion reviews.</p> <p>The performance evaluations were undertaken for the period ending 30 June 2019 in accordance with the processes outlined above.</p>
<p>1.7. <i>A listed entity should:</i></p> <p>(a) <i>have and disclose a process for periodically evaluating the performance of its senior executives; and</i></p> <p>(b) <i>disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</i></p>	<p>Yes</p> <p>Yes</p>	<p>The Remuneration and Nomination Committee is responsible for reviewing and making recommendations to the Board on the Company's remuneration framework, remuneration packages and policies applicable to its senior executives. As part of this process, the Remuneration and Nomination Committee approved the process that the Executive Directors be responsible for evaluating the performance of the Company's senior executives and that the Remuneration and Nomination Committee be responsible for evaluating the performance of the Executive Directors.</p> <p>Annual performance reviews in accordance with these processes were conducted for all staff in relation to the reporting period.</p> <p>Further, during the reporting period the Company engaged an external consultant to conduct a 360 Review Feedback for all Senior Executives and the Leadership team.</p>
<p><b>2. Structure the board to add value</b></p>		
<p>2.1. <i>The board of a listed entity should:</i></p> <p>(a) <i>have a nomination committee which:</i></p> <p>(1) <i>has at least three members, a majority of whom are independent directors; and</i></p> <p>(2) <i>is chaired by an independent director, and disclose:</i></p> <p>(3) <i>the charter of the committee;</i></p> <p>(4) <i>the members of the committee; and</i></p> <p>(5) <i>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</i></p> <p>(b) <i>if it does not have a nomination committee, disclose that fact and the</i></p>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>The Board of the Company has established a Remuneration and Nomination Committee responsible for the appointment of new Directors to the Company.</p> <p>The Remuneration and Nomination Committee is comprised of the following members:</p> <p>(a) Mr Brett Chenoweth – Non-Executive Director;</p> <p>(b) Mr Mike Hill – Non-Executive Chairman;</p> <p>(c) Mr Wayne Holden – Executive Director; and</p> <p>(d) Ms Allison Doorbar – Non-Executive Director</p> <p>Of its four members, the Company considers Mr Brett Chenoweth, Mr Mike Hill and Ms Allison Doorbar to be independent. Mr Brett Chenoweth is chairman of the Remuneration and Nomination Committee.</p> <p>A copy of the Remuneration and Nomination Committee Charter is available on the Company's website at the following URL: <a href="http://www.janison.com/investors">www.janison.com/investors</a>.</p>

<p><i>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.</i></p>		<p>The number of Remuneration and Nomination Committee meetings held during the period is disclosed in the Company's Annual Report.</p>
<p>2.2. <i>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.</i></p>	<p>Yes</p>	<p>The Board strives to ensure that it is comprised of Directors with a blend of skills, experience and attributes appropriate for the Company and its business. The Board has adopted a board skills matrix and a copy of the matrix is available on the Company's website at the following URL: <a href="http://www.janison.com/investors">www.janison.com/investors</a>.</p>
<p>2.3. <i>A listed entity should disclose:</i></p> <p><i>(a) the names of the directors considered by the board to be independent directors;</i></p> <p><i>(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</i></p> <p><i>(c) the length of service of each director.</i></p>	<p>Yes</p>	<p>The Board has reviewed the position and associations of each of the six Directors in office and has determined that both Mr Mike Hill, Mr Brett Chenoweth, Mr David Willington and Ms Allison Doorbar are independent. In making this determination, the Board has had regard to the independence criteria in the ASX Principles and Recommendations, and other facts, information and circumstances that the Board considers relevant.</p> <p>The Board notes that Mr Willington is a director of Mannagum Capital Pty Ltd which previously provided services to Janison Solutions Pty Ltd (which was acquired by the Company in December 2017). Since completion, Mannagum Capital Pty Ltd has not provided services to Janison Solutions Pty Ltd or the Company. Accordingly, on balance, given Mr Willington's role as a non-executive director of the Board and other considerations, the Board formed the view that for the financial year ended 30 June 2019, Mr Willington is an independent director of the Board.</p> <p>The Board assesses the independence of new Directors upon appointment and reviews their independence, and the independence of the other directors as appropriate.</p> <p>Information with respect to potential issues of independence may be disclosed to the market but no formal policy exists to ensure such disclosure.</p> <p>The Company has disclosed the details of each Director (including their length of service) in documents lodged with the ASX and in the Company's Annual Report.</p>
<p>2.4. <i>A majority of the board of a listed entity should be independent directors.</i></p>	<p>Yes</p>	<p>The Board considers Mr Mike Hill, Mr Brett Chenoweth, Mr David Willington and Ms Allison Doorbar to be independent directors.</p> <p>The Board has taken the following steps to structure the Board to add value despite already having an independent majority of directors:</p>

		<p>(a) membership of the Board is focused on providing the Company with a broad base of industry skills and experiences considered necessary to fulfil the business objectives of the Company; and</p> <p>(b) membership of the Board is reviewed on an on-going basis by the Chairman of the Board to determine if additional core strengths are required to be added to the Board in light of the nature of the Company's business and its objectives.</p>
2.5.	<i>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.</i>	Yes The Company's Non-Executive Chairman, Mr Mike Hill, satisfies the ASX Principles and Recommendations definition of an independent director. The CEO of the Company is Mr Thomas Richardson.
2.6.	<i>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.</i>	Yes The Company has an induction programme for each new Director upon appointment. This includes meeting with members of the existing Board, Company Secretary, management and other relevant executives to familiarise themselves with the Company, its procedures and prudential requirements, and Board practices and procedures.  On an ongoing basis, and subject to approval of the Chairman, Directors may request and undertake training and professional development, as appropriate, at the Company's expense.
<b>3. Promote ethical and responsible decision-making</b>		
3.1.	<i>A listed entity should:</i> <i>(a) have a code of conduct for its directors, senior executives and employees; and</i> <i>(b) disclose that code or a summary of it.</i>	Yes The Company has adopted a formal Code of Conduct which is available on the Company's website at the following URL: <a href="http://www.janison.com/investors">www.janison.com/investors</a> .
<b>4. Safeguard integrity in financial reporting</b>		
4.1.	<i>The board of a listed entity should:</i> <i>(a) have an audit committee which:</i> <i>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</i> <i>(2) is chaired by an independent director, who is not the chair of the board,</i> <i>and disclose:</i> <i>(3) the charter of the committee;</i> <i>(4) the relevant qualifications and experience of the</i>	No The Board of the Company has a separately constituted Audit and Risk Committee to assist the Board in ensuring the integrity of the Company's financial reporting, the effectiveness of the Company's systems of financial risk management and internal control, and monitoring the Company's external audit functions.  The Audit and Risk Committee is comprised of the following members:  (a) Mr Mike Hill – Non-Executive Chairmam  (b) Mr David Willington – Non-Executive Director.  (c) Mr Wayne Houlden – Executive Director.  Yes Of its three members, the Company considers Mr Mike Hill and Mr David Willington to be independent. The Board does not

<p><i>members of the committee; and</i></p> <p><i>(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</i></p> <p><i>(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.</i></p>	<p>Yes</p>	<p>currently consider it appropriate for the Audit and Risk Committee to consist entirely of non-executive directors, a majority of whom are independent, given that the Company considers that at least (1) Audit and Risk Committee member should be an executive Director for the Company to be effectively managed.</p> <p>A copy of the Audit and Risk Committee Charter is available on the Company's website at the following URL: <a href="http://www.janison.com/investors">www.janison.com/investors</a>.</p> <p>The number of Audit and Risk Committee meetings held during the period is disclosed in the Company's Annual Report.</p>
<p>4.2. <i>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.</i></p>	<p>Yes</p>	<p>The Company has received a declaration from the CEO and CFO that, in their opinion, the financial records have been properly maintained and comply with the proper standards.</p>
<p>4.3. <i>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.</i></p>	<p>Yes</p>	<p>An external auditor will be present at the Company's annual general meeting and be available to answer questions from security holders relevant to audit.</p>
<p><b>5. Make timely and balanced disclosure</b></p>		
<p>5.1. <i>A listed entity should:</i></p> <p><i>(a) have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and</i></p> <p><i>(b) disclose that policy or a summary of it.</i></p>	<p>Yes</p>	<p>The Company is committed to providing timely, complete and accurate disclosure of information to allow a fair, and well-informed market in its securities and compliance with the continuous disclosure requirements imposed by law, including the Corporations Act and the ASX Listing Rules.</p> <p>A copy of the Company's Continuous Disclosure Policy is available at the following URL: <a href="http://www.janison.com/investors">www.janison.com/investors</a>.</p>



6. Respect the rights of shareholders		
6.1.	<i>A listed entity should provide information about itself and its governance to investors via its website.</i>	<p>Yes</p> <p>The Company provides information about itself and its governance to its investors on the Company's website via the following URL: <a href="http://www.janison.com/investors">www.janison.com/investors</a>.</p> <p>The Company will regularly update the website and contents therein as deemed necessary.</p>
6.2.	<i>A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.</i>	<p>Yes</p> <p>The Company has a formal investor and media relations plan in place whereby the Company will provide regular news flow to keep investors and media updated and engaged.</p>
6.3.	<i>A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.</i>	<p>Yes</p> <p>The Company has a formal Shareholder Communication Policy in place whereby information will be communicated to shareholders through:</p> <ul style="list-style-type: none"> <li>(a) continuous disclosure of all relevant financial and other information to the ASX;</li> <li>(b) publishing information on the Company's website at <a href="http://www.janison.com/investors">www.janison.com/investors</a>;</li> <li>(c) periodic disclosure through the Annual Report and the half year financial report;</li> <li>(d) notice of meetings and explanatory material; and</li> <li>(e) the AGM and other general meetings.</li> </ul> <p>A copy of the Shareholder Communication Policy is available on the Company's website at the following URL: <a href="http://www.janison.com/investors">www.janison.com/investors</a>.</p>
6.4.	<i>A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.</i>	<p>Yes</p> <p>The Company encourages shareholders to register for receipt of announcements and updates electronically.</p>
7. Recognise and manage risk		
7.1.	<i>The Board of a listed entity should:</i>	<p>The Board of the Company has a separately constituted Audit and Risk Management Committee to assist the Board in fulfilling its corporate governance and oversight responsibilities relating to the Company's risk profile and risk policy, and the effectiveness of the Company's risk management framework and its supporting risk management systems.</p> <p>The Audit and Risk Management Committee is comprised of the following members:</p> <ul style="list-style-type: none"> <li>(a) Mr Mike Hill – Non-Executive Chairman</li> <li>(b) Mr David Willington – Non-Executive Director; and</li> <li>(c) Mr Wayne Houlden – Executive Director.</li> </ul> <p>Of its three members, the Company considers Mr Mike Hill and Mr David Willington to be independent. The Audit and Risk</p>
	<i>(a) have a committee or committees to oversee risk, each of which:</i>	
	<i>(1) has at least three members, a majority of whom are independent directors; and</i>	
	<i>(2) is chaired by an independent director, and disclose:</i>	
	<i>(3) the charter of the committee;</i>	
	<i>(4) the members of the committee; and</i>	
	<i>(5) as at the end of each reporting period, the number of times the committee met throughout the period</i>	

<p><i>and the individual attendances of the members at those meetings; or</i></p> <p><i>(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.</i></p>		<p>Management Committee is chaired by Mr Mike Hill, who is an independent director.</p> <p>A copy of the Audit and Risk Management Committee Charter is available on the Company's website at the following URL: <a href="http://www.janison.com/investors">www.janison.com/investors</a>.</p> <p>The number of Audit and Risk Committee meetings held during the period is disclosed in the Company's Annual Report.</p>
<p>7.2. <i>The board or a committee of the board should:</i></p> <p><i>(a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound; and</i></p> <p><i>(b) disclose in relation to each reporting period, whether such a review has taken place.</i></p>	<p>Yes</p> <p>Yes</p>	<p>The Audit and Risk Management Committee review the Company's risk management framework throughout the year.</p> <p>Having conducted such reviews throughout the reporting period the Audit and Risk Management Committee resolved that the Company's risk management framework continues to be sound.</p>
<p>7.3. <i>A listed entity should disclose:</i></p> <p><i>(a) if it has an internal audit function, how the function is structured and what role it performs; or</i></p> <p><i>(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.</i></p>	<p>Yes</p> <p>Yes</p>	<p>The Company does not have an internal audit function. The Audit and Risk Management Committee will periodically review the Company's operations to evaluate the effectiveness of risk management and internal control processes of the Company. In addition, the Audit and Risk Management Committee will directly monitor the potential exposures facing the Company through ongoing reporting by the CFO.</p> <p>For each reporting period the Company's external auditor also conducts a control review to consider and report on the risks facing the Company and the controls the Company has in place to mitigate those risks.</p>
<p>7.4. <i>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.</i></p>	<p>Yes</p>	<p>All material risks to economic, environmental and social sustainability risks will be announced to the market, in accordance with the requirements of the ASX Listing Rules and otherwise.</p>
<p><b>8. Remunerate fairly and responsibly</b></p>		
<p>8.1. <i>The Board of a listed entity should:</i></p> <p><i>(a) have a remuneration committee which:</i></p>		<p>The Board of the Company has a separately constituted Remuneration and Nomination Committee to assist the Board in fulfilling its corporate governance responsibilities relating to the Company's remuneration framework, remuneration packages and policies applicable to employees of the Company.</p>
<p><i>(1) has at least three members, a majority of whom are independent directors; and</i></p> <p><i>(2) is chaired by an independent director, and disclose:</i></p> <p><i>(3) the charter of the committee;</i></p>	<p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>The Remuneration and Nomination Committee is comprised of the following members:</p> <p>(a) Mr Brett Chenoweth – Non-Executive Director;</p>

<p>(4) <i>the members of the committee; and</i></p> <p>(5) <i>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</i></p> <p>(b) <i>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.</i></p>	<p>Yes</p> <p>Yes</p>	<p>(b) Mr Mike Hill – Non-Executive Chairman;</p> <p>(c) Mr Wayne Houlden – Executive Director; and</p> <p>(d) Ms Allison Doorbar – Non-Executive Director.</p> <p>Of the Remuneration and Nomination Committee’s four members, the Company considers Mr Brett Chenoweth, Mr Mike Hill and Ms Allison Doorbar to be independent. Mr Brett Chenoweth is the chairman of the Remuneration and Nomination Committee.</p> <p>A copy of the Remuneration and Nomination Committee Charter is available on the Company’s website at the following URL: <a href="http://www.janison.com/investors">www.janison.com/investors</a>.</p> <p>The number of Remuneration and Nomination Committee meetings held during the period is disclosed in the Company’s Annual Report.</p>
<p>8.2. <i>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.</i></p>	<p>Yes</p>	<p>The Company disclosed its remuneration policy in the 2019 Annual Report.</p>
<p>8.3. <i>A listed entity which has an equity-based remuneration scheme should:</i></p> <p>(a) <i>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</i></p> <p>(b) <i>disclose that policy or a summary of it.</i></p>	<p>Yes</p>	<p>The Company has a Securities Trading Policy that prohibits directors, officers and employees from entering into transactions or arrangements which limit the economic risk of participating in unvested entitlements under any equity based remuneration scheme.</p> <p>A copy of the Securities Trading Policy is available on the Company’s website at the following URL: <a href="http://www.janison.com/investors">www.janison.com/investors</a>.</p>