



### DISCLOSURE OF CORPORATE GOVERNANCE PRACTICES

<b><u>The purpose of this Guidance Note</u></b>	<ul style="list-style-type: none"><li>• <u>To assist listed entities to comply with Listing Rules 4.10.3 (corporate governance statements), 12.7 (audit committees) and 12.8 (remuneration committees)</u></li></ul>
<b><u>The main points it covers</u></b>	<ul style="list-style-type: none"><li>• <u>The requirement for a listed entity to produce annually a corporate governance statement disclosing the extent to which it has followed the recommendations set by the ASX Corporate Governance Council</u></li><li>• <u>The structure and content of the ASX Corporate Governance Council Principles and Recommendations</u></li><li>• <u>Where to make your corporate governance disclosures</u></li><li>• <u>What to disclose if you follow an ASX Corporate Governance Council recommendation</u></li><li>• <u>What to disclose if you do not follow an ASX Corporate Governance Council recommendation</u></li><li>• <u>The requirements for entities of a certain size to have an audit committee and a remuneration committee</u></li><li>• <u>ASX enforcement practices</u></li><li>• <u>Listed entity compliance policies</u></li><li>• <u>The governance disclosures required by applicants seeking admission to the official list as an ASX Listing</u></li></ul>
<b><u>Related materials you should read</u></b>	<ul style="list-style-type: none"><li>• <u>The ASX Corporate Governance Council Principles and Recommendations (these are available online at <i>[insert URL]</i> – the 30 recommendations that listed entities are required to report against under Listing 4.10.3 are also set out in the Annexure to this Guidance Note)</u></li></ul>

**History:** Guidance Note 9 amended 01/07/14. Previous versions of this Guidance Note were issued in 09/01 and 02/12.

**Important notice:** ASX has published this Guidance Note to assist listed entities to understand and comply with their obligations under the ASX Listing Rules. Nothing in this Guidance Note necessarily binds ASX in the application of the ASX Listing Rules in a particular case. In issuing this Guidance Note, ASX is not providing legal advice and listed entities should obtain their own advice from a qualified professional person in respect of their obligations. ASX may withdraw or replace this Guidance Note at any time without further notice to any person.

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### Table of Contents

1. Introduction	2
2. The requirement for a corporate governance statement	2
3. The structure and content of the CGC Principles and Recommendations	3
4. The policy objectives of Listing Rule 4.10.3	4
5. Where to make your corporate governance disclosures	6
6. What to disclose if you follow a CGC recommendation	7
7. What to disclose if you do not follow a CGC recommendation	7
8. Audit committees	8
9. Remuneration committees	9
10. ASX's enforcement practices	10
11. Listed entity compliance practices	11
12. Applicants seeking admission to the official list	11
Annexure: The CGC Recommendations	13

## 1. Introduction

This Guidance Note is published to assist listed entities to comply with Listing Rules 4.10.3 (corporate governance statements), 12.7 (audit committees) and 12.8 (remuneration committees).

## 2. The requirement for a corporate governance statement

Listing Rule 4.10.3 requires each entity admitted to the official list as an ASX Listing<sup>1</sup> to include in its annual report either a corporate governance statement<sup>2</sup> that meets the requirements of that rule or the URL of the page on its website where such a statement is located.

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The corporate governance statement must disclose the extent to which the entity has followed the recommendations set by the ASX Corporate Governance Council ("Council") during the reporting period. If the entity has not followed a recommendation for any part of the reporting period, its corporate governance statement must separately identify that recommendation and the period during which it was not followed and state its reasons for not following the recommendation and what (if any) alternative governance practices it adopted in lieu of the recommendation during that period.

The corporate governance statement must also:

- specify the date at which it is current, which must be the entity's balance date or a later date specified by the entity;<sup>3</sup> and
- state that it has been approved by the board of the entity (in the case of a trust, the board of the responsible entity of the trust).

Listing Rule 4.7.3 requires a listed entity to give ASX a completed Appendix 4G at the same time as it gives ASX its annual report. This appendix serves a dual purpose. It acts as a key designed to assist readers to locate the governance disclosures made by a listed entity in accordance with Listing Rule 4.10.3 or in connection with the

<sup>1</sup> This obligation does not apply to entities admitted to the official list as an ASX Debt Listing or as an ASX Foreign Exempt Listing.

<sup>2</sup> "Corporate governance statement" is defined in Listing Rule 19.12 to mean the statement referred to in Listing Rule 4.10.3 which discloses the extent to which an entity has followed the recommendations set by the ASX Corporate Governance Council during a particular reporting period.

<sup>3</sup> The flexibility for a listed entity to choose an effective date for a corporate governance statement that is later than its balance date is intended to allow the entity, for example, to choose as the effective date the same date as the directors' declaration under section 298(2)(b) of the Corporations Act. This would allow the board to sign off on the entity's financial statements and its corporate governance statement at the same time.

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# ASX Listing Rules

## Guidance Note 9

ASX Corporate Governance Council Recommendations. It also acts as a verification tool for listed entities to confirm that they have met the disclosure requirements of Listing Rule 4.10.3.

Listing Rule 4.7.4 provides that if an entity's corporate governance statement is not included in its annual report, the entity must also give ASX a copy of its corporate governance statement at the same time as it gives its annual report to ASX.<sup>4</sup> The corporate governance statement must be current as at the effective date specified in that statement for the purposes of Listing Rule 4.10.3.

### 3. The structure and content of the CGC Principles and Recommendations

The ASX Corporate Governance Council Principles and Recommendations ("CGC Principles and Recommendations") were originally introduced in 2003. A second edition was issued in 2007, further amendments were made in 2010 and a third edition was issued in 2014.<sup>5</sup>

The current version of Listing Rule 4.10.3 was also adopted in 2003 and modified in 2010 and again in 2014 to underpin the operation of the CGC Principles and Recommendations.

The CGC Principles and Recommendations are structured around, and seek to promote, 8 central principles:

- A listed entity should establish and disclose the respective roles and responsibilities of the board and management and how their performance is monitored and evaluated.
- A listed entity should have a board of an appropriate size, composition, skills and commitment to enable it to discharge its duties effectively.
- A listed entity should actively promote ethical and responsible decision-making, consistent with creating long-term value for security holders.
- A listed entity should have formal and rigorous processes that independently verify and safeguard the integrity of its financial reporting.
- A listed entity should promote timely and balanced disclosure of all material matters concerning it that a reasonable person would expect to have a material effect on the price or value of its securities.
- A listed entity should respect the rights of its security holders by providing them with appropriate information and facilities to allow them to exercise those rights effectively.
- A listed entity should establish a sound risk management framework and periodically review the effectiveness of that framework.
- A listed entity should endeavour to pay remuneration that is sufficient to attract, retain and motivate high quality directors and senior executives and that is aligned to the creation of value for security holders.

The CGC Principles and Recommendations set out 30 recommendations on how a listed entity might implement these principles. It is these 30 recommendations that listed entities are required to report against under Listing Rule 4.10.3.

The Principles and Recommendations also expressly recognise that:

<sup>4</sup> The requirement for an entity to give ASX a copy of a corporate governance statement that is published on its website rather than in its annual report is intended to cater for the fact that an entity's website is likely to change over time. Compliance with the requirement ensures that there is a contemporaneous and permanent record of that statement kept on the Market Announcements Platform. This in turn improves the ability of investors and other interested parties to locate a copy of that statement in the form it was in as at its effective date and also to follow changes in an entity's governance practices from year to year.

<sup>5</sup> The CGC Principles and Recommendations are available online at: [insert URL]

**Deleted:** <#>A statement disclosing the extent to which the entity has followed the recommendations set by the ASX Corporate Governance Council during the reporting period. If the entity has not followed all of the recommendations the entity must identify those recommendations that have not been followed and give reasons for not following them. If a recommendation had been followed for only part of the period, the entity must state the period during which it had been followed.¶  
<#>It also provides guidance on Listing Rules 12.7 (audit committees) and 12.8 (remuneration committees).¶

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*... different entities may legitimately adopt different governance practices, based on a range of factors, including their size, complexity, history and corporate culture. For that reason, the Principles and Recommendations are not mandatory and do not seek to prescribe the corporate governance practices that a listed entity must adopt. For that reason, the Principles and Recommendations are not mandatory and do not seek to prescribe the corporate governance practices that a listed entity must adopt. ...*

*If the board of a listed entity considers that a recommendation is not appropriate to its particular circumstances, it may choose not to adopt it. If it does so, however, it must explain why – the “if not, why not” approach.<sup>6</sup>*

Some of the CGC principles and all of the CGC recommendations are accompanied by further explanatory material under the heading ‘commentary’. The principles, and commentary about the principles and the recommendations, do not form part of the recommendations themselves and therefore do not trigger disclosure obligations under Listing Rule 4.10.3.<sup>7</sup>

To assist listed entities to identify and comply with their specific reporting obligations under Listing Rule 4.10.3, ASX has set out in the Annexure to this Guidance Note the text of the 30 CGC recommendations that they are required to report against under that rule, stripped of the accompanying commentary.<sup>8</sup>

### 4. The policy objectives of Listing Rule 4.10.3

Apart from the requirements in Listing Rules 12.7 and 12.8 for entities of a certain size to have audit and remuneration committees, in Listing Rules 12.9-12.12 for entities to have trading policies for key management personnel and in various other Listing Rules for certain matters to be submitted to security holders for approval,<sup>8</sup> the Listing Rules, like the CGC Principles and Recommendations, do not seek to prescribe the corporate governance practices that a listed entity must adopt. As the CGC Principles and Recommendations acknowledge,<sup>9</sup>

*The choice of such practices is fundamentally a matter for the entity’s board of directors, the body charged with the legal responsibility for managing its business with due care and diligence. It is a listed entity’s board of directors who are responsible for ensuring that it has appropriate corporate governance practices in place and who should be prepared to explain and justify those practices to security holders and the broader investment community.*

The underlying policy objective of Listing Rule 4.10.3 (which is also furthered by Listing Rule 4.7.3 and Appendix 4G) is to ensure that the market receives an appropriate level of disclosure about the corporate governance practices an entity has adopted so that:

- security holders and other stakeholders in the investment community<sup>10</sup> can have a meaningful dialogue with the board and management on corporate governance matters;
- security holders can factor that information into their decision on how to vote on a resolution to elect a director; and
- investors can factor that information into their decision on whether or not to invest in the entity’s securities.

Listing Rule 4.10.3 seeks to achieve this objective by requiring listed entities to compare their corporate governance practices to the CGC recommendations and, where they do not conform, to disclose that fact and the

<sup>6</sup> CGC Principles and Recommendations, page [XX]. For this reason, Listing Rule 4.10.3 is commonly referred to as the “if not, why not” reporting requirement. In other jurisdictions with similar requirements (such as the UK), the equivalent rule is often referred to as “comply or explain”.

<sup>7</sup> CGC Principles and Recommendations, page [XX].

<sup>8</sup> See, for example, Listing Rules 6.23, 7.1, 7.1A, 10.1, 10.11, 10.17, 10.19, 11.1.2 and 11.2.

<sup>9</sup> CGC Principles and Recommendations, page [XX].

<sup>10</sup> Such as fund managers, analysts, brokers, proxy advisers and the financial press.

**Deleted:** The Recommendations are not prescriptions, they are guidelines, designed to produce an outcome that is effective and of high quality and integrity. ... If a [listed entity] considers that a Recommendation is inappropriate to its particular circumstances, it has the flexibility not to adopt it – a flexibility tempered by the requirement [under Listing Rule 4.10.3] to explain why – the “if not, why not” approach

**Deleted:** The CGC recommendations broadly fall into two categories:¶  
<#>those that advocate the adoption of certain corporate governance practices (practice recommendations); and¶  
<#>those that advocate the disclosure of certain information about an entity’s corporate governance practices (disclosure recommendations).¶  
With a few minor exceptions, the disclosure recommendations and the suggested manner in which disclosure is made (eg in the entity’s annual report or on its website) are summarised in a “guide to reporting”, which appears as the last recommendation under each of the eight CGC principles.¶  
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**Deleted:** Annexure B summarises each of the CGC recommendations and can be used by a listed entity as a worksheet to verify which of the recommendations it follows. Annexure C lists each CGC disclosure recommendation and can be used by a listed entity as an aid to verify whether and, if so, where, it has followed that recommendation.

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# ASX Listing Rules

## Guidance Note 9

reasons why. It acts to encourage listed entities to adopt the corporate governance practices suggested in the CGC Principles and Recommendations but does not force them to do so. It therefore gives a listed entity the flexibility to adopt alternative corporate governance practices, if its board considers those to be more suitable to its particular circumstances, subject to the requirement for the board to explain its reasons for adopting those alternative practices instead of the CGC recommendations.

It is not the role of ASX under Listing Rule 4.10.3 to pass judgment on the quality or effectiveness of the corporate governance policies and practices that a listed entity may have adopted (whether to give effect to the CGC recommendations or otherwise), nor on the reasons an entity may give for not adopting a particular CGC recommendation. Those judgments are initially for the entity's board, and then ultimately for its security holders and the broader investment community, to make. The role of ASX under Listing Rule 4.10.3 is to ensure that a listed entity meets its disclosure obligations under that rule so that security holders and the broader investment community have the information they need to make those judgements.

An entity which follows all of the CGC recommendations will necessarily have articulated and disclosed in its annual report or on its website (among other things):

- a charter for its board setting out the respective roles and responsibilities of the board, the chair and management and describing those matters expressly reserved to the board and those delegated to management;<sup>11</sup>
- its process for periodically evaluating the performance of the board, its committees and individual directors;<sup>12</sup>
- its process for periodically evaluating the performance of senior executives;<sup>13</sup>
- which of its directors are considered to be independent;<sup>14</sup>
- a statement as to the mix of skills and diversity that the board is looking to achieve in its membership;<sup>15</sup>
- the main features of its induction and professional development program for directors;<sup>16</sup>
- its code of conduct;<sup>17</sup>
- its continuous disclosure compliance policy;<sup>18</sup>
- its policy and processes to facilitate and encourage participation at meetings of security holders;<sup>19</sup>
- if it has an internal audit function, how the function is structured and what role it performs or, 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;<sup>20</sup>
- whether, and if so how, it has regard to issues of economic, environmental and social sustainability;<sup>21</sup>

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<sup>11</sup> CGC recommendation 1.1.

<sup>12</sup> CGC recommendation 1.6.

<sup>13</sup> CGC recommendation 1.7.

<sup>14</sup> CGC recommendation 2.1.

<sup>15</sup> CGC recommendation 2.5.

<sup>16</sup> CGC recommendation 2.6.

<sup>17</sup> CGC recommendation 3.1.

<sup>18</sup> CGC recommendation 5.1.

<sup>19</sup> CGC recommendation 6.3.

<sup>20</sup> CGC recommendation 7.3.

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- its policy on diversity, the measurable diversity targets the board has set and its performance against those targets;<sup>22</sup>
- its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives;<sup>23</sup> and
- if it has an equity-based remuneration scheme, its 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.<sup>24</sup>

It will also have established an audit committee,<sup>25</sup> risk committee,<sup>26</sup> nomination committee<sup>27</sup> and remuneration committee<sup>28</sup> and disclosed their charters, membership and the attendance records of members at committee meetings, or else have disclosed the alternative arrangements the board has put in place to perform the responsibilities normally undertaken by such committees.

An entity which does not follow all of the CGC recommendations will need to identify in its corporate governance statement each recommendation it does not follow and state its reasons for not following the recommendation and what (if any) alternative governance practices it adopted in lieu of the recommendation.

Hence, Listing Rule 4.10.3 elicits the disclosure of a significant amount of information about a listed entity's governance practices, whether it follows the CGC recommendations or not.

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## 5. Where to make your corporate governance disclosures

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Listing Rule 4.10.3 requires an entity's corporate governance statement to be published in its annual report or on its website. The CGC Principles and Recommendations likewise suggest that information about an entity's corporate governance practices should be disclosed either in its annual report or on its website.<sup>29</sup>

Where an entity publishes its governance disclosures in its annual report, those disclosures should appear in a clearly delineated "corporate governance" section of the annual report.

Where an entity publishes its governance disclosures on its website, those disclosures should be clearly presented and centrally located on, or accessible from, a "corporate governance" landing page on its website. There should be an intuitive and easily located link to this landing page in the navigation menu for the entity's website (for example, under an "About Us", "Investor Centre" or "Information for Shareholders/Unitholders" menu item).

It is acceptable for an entity's corporate governance statement to incorporate material by reference (for example, in another part of its annual report or on another part of the entity's website) provided that material is freely available and the statement clearly indicates where interested parties can read or obtain a copy of that material (for example, the relevant page or section of the annual report or the URL of the relevant web page).

<sup>22</sup> CGC recommendation 1.5.

<sup>23</sup> CGC recommendation 8.2.

<sup>24</sup> CGC recommendation 8.3.

<sup>25</sup> CGC recommendation 4.1.

<sup>26</sup> CGC recommendation 7.1.

<sup>27</sup> CGC recommendation 2.4.

<sup>28</sup> CGC recommendation 8.1.

<sup>29</sup> As noted previously, if a listed entity publishes its corporate governance statement on its website rather than in its annual report, Listing Rule 4.10.3 requires its annual report to mention the URL where the statement can be found.

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### 6. What to disclose if you follow a CGC recommendation

On a strict literal reading of Listing Rule 4.10.3, an entity which follows all of the CGC recommendations need only state that fact in its annual report and nothing more (although, as noted above, the fact that an entity does follow the CGC recommendations will necessarily mean that it has disclosed substantial information about its corporate governance practices in its annual report or on its website).

To comply with the spirit, intention and purpose of Listing Rule 4.10.3<sup>30</sup> – which, as mentioned above, is to ensure that the market receives an appropriate level of disclosure about the corporate governance practices an entity has adopted – a listed entity, should give a holistic and informative explanation of its corporate governance framework and not take a pedantic or legalistic approach to its disclosures under Listing Rule 4.10.3, where it simply lists those CGC recommendations (if any) it doesn't follow and why.

Where a listed entity follows a CGC recommendation, rather than simply state that fact, it should explain what policies and practices it has in place in that regard and, where applicable, point readers to where they can find further information about those policies and practices. For example, readers are likely to find a statement that:

*The board has established an audit committee. It has 3 members, all of whom are non-executive directors. A majority of the committee members are independent directors. The committee is also chaired by an independent chair, who is not chair of the board. A copy of the charter of the audit committee is available on the corporate governance page on the company's website at [insert URL]. Information about the members of the audit committee, their relevant qualifications and experience, the number of times the committee met throughout the most recent reporting period and the individual attendances of members at those meetings is also on the corporate governance page on the company's website.*

to be much more engaging and illuminating than:

*The entity complies with recommendation 4.1 of the ASX Corporate Governance Council Principles and Recommendations.*

Listed entities should view their corporate governance statement not as a compliance document but rather as an opportunity to demonstrate that their board and management are alive to the importance of having proper and effective corporate governance arrangements and to communicate to security holders and the broader investment community the robustness of their particular approach to corporate governance.

### 7. What to disclose if you do not follow a CGC recommendation

Again, to comply with the spirit, intention and purpose of Listing Rule 4.10.3<sup>31</sup>, any statement an entity includes in its corporate governance statement explaining its reasons for not following a CGC recommendation should:

- be reasonably detailed and informative so that the market understands why it is that the entity has chosen not to follow that recommendation; and
- disclose what, if any, alternative corporate governance practices the entity may have adopted in lieu of those in the recommendation, and explain why those practices are considered more appropriate for the entity than the ones in the recommendation.

Security holders are unlikely to find brief statements – such as “the recommendation is not considered appropriate, given the entity's size and circumstances” or, in the case of those recommendations suggesting that an entity has an audit, risk, nomination or remuneration committee, that “the board as a whole performs the role that such a committee would ordinarily undertake” – to be particularly insightful in understanding why an entity has chosen not to follow a particular CGC recommendation or what alternative corporate governance

<sup>30</sup> As listed entities are required to do under Listing Rule 19.2.

<sup>31</sup> See note 30 above and the accompanying text.

**Deleted:** The CGC reporting recommendations include guidance on what information a listed entity ought to disclose about its corporate governance practices and where. Generally speaking, there are a number of matters that it is recommended should be disclosed in the entity's annual report or, more specifically, in a separate corporate governance section of the entity's annual report. The remaining matters may be disclosed elsewhere, with a non-prescriptive preference expressed that this be in a clearly marked corporate governance section of the entity's website. ¶ Provided it complies with Listing Rule 4.10.3 and its disclosure obligations under the Corporations Act, a listed entity is free to determine what information it wishes to disclose about its corporate governance practices and where. If it chooses to do so in a manner that does not follow the CGC disclosure recommendations (eg it chooses not to disclose certain information or to disclose it in a different location to that recommended in the CGC recommendations), to comply with Listing Rule 4.10.3, it must include a statement in its annual report identifying any (...)

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arrangements the entity may have instituted to address the underlying principle to which that recommendation is directed.

## 8. Audit committees

Listing Rule 12.7 provides:

*An entity which was included in the S&P All Ordinaries Index at the beginning of its financial year must have an audit committee during that year. If the entity was included in the S&P/ASX 300 Index at the beginning of its financial year it must also comply with the recommendations set by the ASX Corporate Governance Council in relation to composition, and operation of the audit committee for the whole of that financial year, unless it had been included in that index for the first time less than 3 months before the beginning of that financial year. An entity that is included in the S&P/ASX 300 Index for the first time less than 3 months before the first day of its financial year but did not comply with the recommendations set by the ASX Corporate Governance Council in relation to composition, and operation of the audit committee at that date must take steps so that it complies with those recommendations within 3 months of the beginning of the financial year.*

The specific CGC recommendations dealing with the composition, and operation of audit committees that an entity in the S&P/ASX 300 Index must comply with under Listing Rule 12.7 are in CGC recommendation 4.1(a), which recommends that the board of a listed entity should have an audit committee which:

- (1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and
  - (2) is chaired by an independent director, who is not the chair of the board.
- and disclose:
- (3) the charter of the committee;
  - (4) the relevant qualifications and experience of the members of the committee; and
  - (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.

An entity in the S&P/ASX 300 Index at the beginning of its financial year should therefore be reporting in its annual corporate governance statement for that financial year that it follows CGC recommendation 4.1(a).<sup>32</sup> It cannot "if not, why not" report against (that is, not follow and give its reasons for not following) that recommendation, as that would amount to a breach of Listing Rule 12.7.

An entity in the S&P All Ordinaries Index, but not in the S&P/ASX 300 Index, at the beginning of its financial year should be reporting in its annual corporate governance statement for that financial year that it has an audit committee and therefore follows the opening paragraph of CGC recommendation 4.1(a). It cannot "if not, why not" report against that part of recommendation 4.1(a) as that would amount to a breach of Listing Rule 12.7. It should also be reporting under Listing Rule 4.10.3 whether it follows the specific suggestions in sub-paragraphs (1) – (5) of CGC recommendation 4.1(a), about the composition and operation of the audit committee and, if not, give its reasons for not doing so.

<sup>32</sup> If the entity was included in the S&P/ASX 300 Index for the first time less than three months before the first day of its financial year, it has three months from the start of the financial year to implement processes to comply with CGC recommendation 4.1(a). If this means that the entity has not complied with CGC recommendation 4.1(a) for the whole of the financial year, it should report in its corporate governance statement which part of the financial year that it did comply with that recommendation, and state its reasons for not following the recommendation, and what (if any) alternative governance practices it adopted in lieu of the recommendation for the balance of the financial year.

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4.2 The audit committee should be structured so that it:¶

<#>consists only of non-executive directors¶

<#>consists of a majority of independent directors¶

<#>is chaired by an independent chair, who is not chair of the board¶

<#>has at least three members.¶

4.3 The audit committee should have a formal charter.¶

The information that the guide to reporting in recommendation 4.4 suggests a listed entity should disclose, namely:¶

<#>the names and qualifications of those appointed to its audit committee, the number of meetings of the audit committee and the attendance of individual members at meetings of the committee;¶

<#>the charter of its audit committee; and¶

<#>its procedures for the selection and appointment of the external auditor and for the rotation of external audit engagement partners.¶

<#>also "relate to" the composition, operation and responsibility of the audit committee and therefore an entity in the S&P/ASX 300 Index is required to disclose this information in order to comply with Listing Rule 12.7.¶

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An entity which is not in the S&P All Ordinaries Index at the beginning of its financial year should be reporting under Listing Rule 4.10.3 whether it follows CGC recommendation 4.1(a) or (b) and, if not, give its reasons for not doing so. Recommendation 4.1(b) deals with the situation of smaller listed entities which decide that they are able to oversee the financial reporting process efficiently and effectively without establishing a separate audit committee. In that case, to comply with recommendation 4.1(b), the entity should disclose in its annual report or on its website the fact that it does not have an audit committee and explain the processes it employs that independently verify and safeguard the integrity of its financial reporting.

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## 9. Remuneration committees

Listing Rule 12.8 provides:

*An entity, which was included in the S&P/ASX 300 Index at the beginning of its financial year, must have a remuneration committee, comprised solely of non executive directors, for the entire duration of that financial year.*

The term “remuneration committee” is defined in Listing Rule 19.12 as “a committee formed by an entity to advise that entity on matters pertaining to the remuneration of its key management personnel.”<sup>33</sup>

The CGC recommendation relevant to remuneration committees is recommendation 8.1(a), which recommends that the board of a listed entity should have a remuneration committee which:

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(1) has at least three members, a majority of whom are independent directors; and

(2) is chaired by an independent director,

and disclose:

(3) the charter of the committee;

(4) the members of the committee; and

(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.

An entity in the S&P/ASX 300 Index at the beginning of its financial year therefore should be reporting in its corporate governance statement that it has a remuneration committee and therefore follows the opening paragraph of CGC recommendation 8.1(a). It cannot “if not, why not” report against that part of recommendation 8.1(a) as that would amount to a breach of Listing Rule 12.8. In addition, it should be reporting under Listing Rule 4.10.3 whether it follows the specific suggestions in sub-paragraphs (1) – (5) of CGC recommendation 8.1(a), about the composition and operation of the remuneration committee and, if not, give its reasons for not doing so. Preferably, it should also be stating in its corporate governance statement that its remuneration committee is comprised solely of non-executive directors and has been in place for the whole of the financial year, so as to record its compliance with Listing Rule 12.8 (noting that CGC recommendation 8.2 recommends that a *majority* of the members of the remuneration committee are *independent* directors, whereas Listing Rule 12.8 requires *all* of the members of the remuneration committee to be *non-executive* directors).

**Deleted:** are:¶

8.1 The board should establish a remuneration committee.¶

8.2 The remuneration committee should be structured so that it:¶

<#>consists of a majority of independent directors¶

<#>is chaired by an independent chair¶

<#>has at least three members.¶

The guide to reporting in recommendation 8.4 recommends that a listed entity disclose in its annual report the names of the members of the remuneration committee and their attendance at meetings of the committee. It also recommends that a listed entity disclose the charter of the remuneration committee or a summary of the role, rights, responsibilities and membership requirements for that committee.¶

**Deleted:** 2 and the reporting obligations relevant to remuneration committees in recommendation 8.4

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An entity which is not in the S&P/ASX 300 Index at the beginning of its financial year should be reporting under Listing Rule 4.10.3 whether it follows CGC recommendation 8.1(a) or (b) and, if not, give its reasons for not doing so. Recommendation 8.1(b) deals with the situation of smaller listed entities which decide that they are able to deal efficiently and effectively with remuneration issues without establishing a separate remuneration committee.

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<sup>33</sup> The term “key management personnel” is defined in Listing Rule 19.12 to have the same meaning as in Accounting Standard AASB 124 *Related Party Disclosure*, which requires subject entities to disclose the remuneration and shareholdings of, and various other transactions involving, key management personnel. AASB 124 defines “key management personnel” as: “those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity.”



# ASX Listing Rules

## Guidance Note 9

~~In that case, to comply with recommendation 8.1(b), the entity should disclose in its annual report or on its website the fact that it does not have a remuneration committee and explain 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.~~

**Deleted:** If the entity does not have a remuneration committee, it should explain in its corporate governance statement the practices its board follows to develop remuneration policies and to meet the requirements of the Corporations Act in relation to remuneration reports

### 10. ASX's enforcement practices

In assessing whether an entity has complied with its disclosure obligations under Listing Rule 4.10.3, ASX looks beyond form to substance to see if the entity has made disclosures which are consistent with the spirit, intention and purpose of the rule<sup>34</sup> and which reveal an appropriate level of information about the corporate governance practices an entity has adopted.

ASX reviews the corporate governance statement of each listed entity to confirm that it materially complies with its disclosure obligations under Listing Rule 4.10.3. If the entity was in the S&P/ASX 300 Index or S&P All Ordinaries Index at the beginning of its financial year, ASX also checks that the entity has complied with the applicable audit committee and remuneration committee requirements under Listing Rules 12.7 and 12.8.

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If an entity:

- fails to include in its annual report a corporate governance statement, or the URL of the page on its website where a corporate governance statement is located, in breach of Listing Rule 4.10.3;
- omits information from its corporate governance statement that should have been included under Listing Rule 4.10.3 and ASX considers the omission to be a substantial one (in the sense of not meeting the underlying policy objective of ensuring that the market has an appropriate level of information about an entity's corporate governance practices); or
- fails to have an audit committee or remuneration committee when it is required to do so under Listing Rules 12.7 and 12.8,

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ASX will bring that matter to the attention of the entity and ask it to take immediate action to rectify the breach. In the first two cases above, this will usually involve the entity making a n announcement to the market to correct the omission and, in the third case, the entity making an announcement that it has established the required audit committee or remuneration committee. If the entity does not respond appropriately to ASX's request, ASX may issue a written direction to the entity under Listing Rule 18.8 requiring it to rectify the breach.<sup>35</sup> Depending on the circumstances, ASX may also suspend trading in the entity's securities until it rectifies the breach.<sup>36</sup>

**Deleted:** supplementary disclosure

If it appears to ASX that an entity has omitted information from its corporate governance statement that should have been included under Listing Rule 4.10.3 but ASX considers the omission not to be a substantial one, ASX may deal with the matter more informally by simply requesting the entity to correct the omission in its next annual corporate governance statement.

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If ASX has concerns that a listed entity may have:

- omitted material information that ought to have been included in its corporate governance statement under Listing Rule 4.10.3; or
- lodged a materially false or misleading corporate governance statement.

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<sup>34</sup> As listed entities are required to do under Listing Rule 19.2.

<sup>35</sup> Listing Rule 18.8. Such a direction will usually be published on the ASX Market Announcements Platform.

<sup>36</sup> Listing Rules 17.3.1 and 17.3.2.

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# ASX Listing Rules

## Guidance Note 9

ASX may ask the entity to provide it with any information, document or explanation (including a **n updated** version of **an Appendix 4G**) to enable ASX to be satisfied that the entity is in compliance with its obligations under the Listing Rules. The entity must comply with that request within the time specified by ASX.<sup>37</sup>

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Depending on the nature of the information requested, ASX may require that information to be released to the market. ASX's request for the information will make it clear whether ASX is intending to release, or reserves the right to release, the information to the market so that the entity will have the opportunity to respond in a suitable form.<sup>38</sup>

### 11. Listed entity compliance practices

Listed entities should exercise due care to ensure that the information in their corporate governance statements is correct and not misleading. An officer or employee of a listed entity who gives, or authorises or permits the giving of, materially false or misleading<sup>39</sup> information to ASX under the Listing Rules:

- knowingly, potentially breaches section 1309(1) of the Corporations Act, which is a criminal offence punishable by a fine of up to 200 penalty units and/or imprisonment for up to 5 years; or
- without taking reasonable steps to ensure that the information was not false or misleading, potentially breaches section 1309(2) of the Corporations Act, which is a criminal offence punishable by a fine of up to 100 penalty units and/or imprisonment for up to 2 years.

ASX therefore encourages listed entities to **complete their Appendix 4G carefully** to confirm that the disclosures in their corporate governance statements are correct.

**Deleted:** use the verification tools in Appendices B and C

It should be noted that if ASX has reason to suspect that a listed entity or any other person (such as a director, secretary or other officer of a listed entity) has committed a significant contravention of the Corporations Act, it is required under section 792B(2)(c) to give a notice to ASIC with details of the contravention. The purpose of such a notice is so that ASIC can then consider what action **(if any)** it may wish to take under its various enforcement powers.

If a listed entity provides a corporate governance statement to ASX that is essentially fabricated or contains material falsehoods, ASX is likely to regard that as a "significant" contravention of section 1309 for these purposes and refer the matter to ASIC under section 792B(2)(c).

### 12. Applicants seeking admission to the official list

Listing Rule 1.1 sets out the conditions for an entity to be admitted to the official list as an ASX Listing. Condition 13 requires an applicant for listing to produce a **corporate governance statement** of the type required annually under Listing Rule 4.10.3.<sup>40</sup> The statement must disclose the extent to which the applicant will follow the CGC recommendations as at the date of its admission to the official list. If the entity does not intend to follow all of the CGC recommendations, the statement must **separately identify each recommendation that will not be followed and state its reasons for not following the recommendation and what (if any) alternative governance practices it intends to adopt in lieu of the recommendation.**

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If an applicant for listing will be subject to Listing Rules 12.7 or 12.8 upon its admission to the official list, Conditions 13 (in the former case) and 16 (in the latter case) also require the applicant to demonstrate to ASX that it will comply with those rules as at the date of its admission. Hence, if the entity will be included in the S&P

<sup>37</sup> Listing Rule 18.7.

<sup>38</sup> Listing Rule 18.7A.

<sup>39</sup> This includes omitting material which renders the information given to ASX misleading in a material respect.

<sup>40</sup> Typically, most applicants for listing will include this statement in the prospectus, PDS or information memorandum that they lodge with their listing application under Listing Rule 1.1 Condition 3. If they do not, ASX will require the lodgement of a separate corporate governance statement as a condition of admission to the official list.

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# ASX Listing Rules

## Guidance Note 9

All Ordinaries Index upon admission, it must confirm in the materials lodged with its listing application<sup>41</sup> that it will have an audit committee in place when it is admitted to the official list. If it will be in the S&P/ASX 300 Index upon admission, it must also confirm in the materials lodged with its listing application<sup>42</sup> that it will comply with the CGC recommendations relating to composition, and operation of the audit committee and that it will have a remuneration committee comprised solely of non-executive directors in place when it is admitted to the official list.

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<sup>41</sup> Again, most applicants for listing will typically include a statement confirming their compliance with Listing Rule 12.7 in the prospectus, PDS or information memorandum that they lodge with their listing application under Listing Rule 1.1 Condition 3.

<sup>42</sup> Again, most applicants for listing will typically include a statement confirming their compliance with Listing Rule 12.8 in the prospectus, PDS or information memorandum that they lodge with their listing application under Listing Rule 1.1 Condition 3.

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### Annexure: The CGC Recommendations

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#### Principle 1 - Lay solid foundations for management and oversight

##### Recommendation 1.1:

A listed entity should have and disclose a charter which:

- (a) sets out the respective roles and responsibilities of the board, the chair and management; and
- (b) includes a description of those matters expressly reserved to the board and those delegated to management.

**Deleted:** Companies should establish the functions reserved to the board and those delegated to senior executives and disclose those functions

##### Recommendation 1.2:

A listed entity should:

- (a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director; and
- (b) provide security holders with all material information relevant to a decision on whether or not to elect or re-elect a director.

**Deleted:** Companies should disclose the process for evaluating the performance of senior executives

##### Recommendation 1.3:

A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.

**Deleted:** Companies should provide the information indicated in the Guide to reporting on Principle 1

##### Recommendation 1.4:

The company secretary of a listed entity should have a direct reporting line to the chair of the board.

##### Recommendation 1.5:

A listed entity should:

- (a) have a diversity policy which includes requirements for the board:
  - (1) to set measurable objectives for achieving gender diversity; and
  - (2) to assess annually both the objectives and the entity's progress in achieving them;
- (b) disclose that policy or a summary of it; and
- (c) disclose as at the end of each reporting period:
  - (1) the measurable objectives for achieving gender diversity set by the board in accordance with the entity's diversity policy and its progress towards achieving them; and
  - (2) either:
    - (A) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes); or
    - (B) the entity's "Gender Equality Indicators", as defined in the Workplace Gender Equality Act 2012.

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### Recommendation 1.6:

A listed entity should:

- (a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and
- (b) disclose in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.

### Recommendation 1.7:

A listed entity should:

- (a) have and disclose a process for periodically evaluating the performance of its senior executives; and
- (b) disclose in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.

## Principle 2 - Structure the board to add value

### Recommendation 2.1:

A listed entity should disclose:

- (a) the names of the directors considered by the board to be independent directors;<sup>43</sup>
- (b) if a director has an interest, position, association or relationship of the type described in Box 2.1 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
- (c) the length of service of each director.

**Deleted:** A majority of the board should be independent directors

### Recommendation 2.2:

A majority of the board of a listed entity should be independent directors.

**Deleted:** The chair should be an independent director

### Recommendation 2.3:

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.

**Deleted:** The roles of chair and chief executive officer should not be exercised by the same individual

### Recommendation 2.4:

The board of a listed entity should:

- (a) have a nomination committee which:
  - (1) has at least three members, a majority of whom are independent directors; and
  - (2) is chaired by an independent director.
- and disclose:
- (3) the charter of the committee;

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<sup>43</sup> The definition of "independent director" is set out in Box 2.1 of the CGC's Principles and Recommendations.



# ASX Listing Rules

## Guidance Note 9

~~(4) the members of the committee; and~~

~~(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~~

~~(b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, experience, independence and knowledge of the entity to enable it to discharge its duties and responsibilities effectively,~~

**Deleted:** The board should establish a nomination committee

### Recommendation 2.5:

~~A listed entity should have and disclose a statement as to the mix of skills and diversity that the board is looking to achieve in its membership,~~

**Deleted:** Companies should disclose the process for evaluating the performance of the board, its committees and individual directors

### Recommendation 2.6:

~~A listed entity should:~~

~~(a) have a program for inducting new directors and providing appropriate professional development opportunities for continuing directors to develop and maintain the skills and knowledge needed to perform their role as a director effectively; and~~

~~(b) disclose a summary of the main features of that program,~~

**Deleted:** Companies should provide the information indicated in the Guide to reporting on Principle 2

## Principle 3 - Promote ethical and responsible decision-making

### Recommendation 3.1:

~~A listed entity should:~~

~~(a) have a code of conduct for its directors, senior executives and employees; and~~

~~(b) disclose that code or a summary of it,~~

**Deleted:** Companies should establish a code of conduct and disclose the code or a summary of the code as to:

**Deleted: the practices necessary to maintain confidence in the company's integrity**  
**the practices necessary to take into account their legal obligations and the reasonable expectations of their stakeholders**  
**the responsibility and accountability of individuals for reporting and investigating reports of unethical practices.**

## Principle 4 - Safeguard integrity in financial reporting

### Recommendation 4.1:

~~The board of a listed entity should:~~

~~(a) have an audit committee which:~~

~~(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and~~

~~(2) is chaired by an independent director, who is not the chair of the board,~~

~~and disclose:~~

~~(3) the charter of the committee;~~

~~(4) the relevant qualifications and experience of the members of the committee; and~~

~~(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~~

~~(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 financial reporting,~~

**Recommendation 3.2:** Companies should establish a policy concerning diversity and disclose the policy or a summary of that policy. The policy should include requirements for the board to establish measurable objectives for achieving gender diversity for the board to assess annually both the objectives and progress in achieving them.

**Recommendation 3.3:** Companies should disclose in each annual report the measurable objectives for achieving gender diversity set by the board in accordance with the diversity policy and progress towards achieving them.

**Recommendation 3.4:** Companies should disclose in each annual report the proportion of women employees in the whole organisation, women in senior executive positions and women on the board.

**Recommendation 3.5:** Companies should provide the information indicated in the Guide to reporting on Principle 3.

**Deleted:** The board should establish an audit committee.

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### Recommendation 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 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.

**Deleted:** The audit committee should be structured so that it:

### Recommendation 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.

**Deleted:** <#>consists only of non-executive directors¶  
<#>consists of a majority of independent directors¶  
<#>is chaired by an independent chair, who is not chair of the board¶  
<#>has at least three members.¶

## Principle 5 - Make timely and balanced disclosure

### Recommendation 5.1:

A listed entity should:

- (a) have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and
- (b) disclose that policy or a summary of it.

**Deleted:** The audit committee should have a formal charter

**Deleted: Recommendation 4.4:** Companies should provide the information indicated in the Guide to reporting on Principle 4.¶

## Principle 6 - Respect the rights of security holders

### Recommendation 6.1:

A listed entity should provide information about itself and its governance to investors via its website.

**Deleted:** Companies should establish written policies designed to ensure compliance with ASX Listing Rule disclosure requirements and to ensure accountability at a senior executive level for that compliance and disclose those policies or a summary of those policies

**Deleted: Recommendation 5.2:** Companies should provide the information indicated in the Guide to reporting on Principle 5.¶

### Recommendation 6.2:

A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.

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**Deleted:** Companies should design a communications policy for promoting effective communication with shareholders and encouraging their participation at general meetings and disclose their policy or a summary of that policy

### Recommendation 6.3:

A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.

**Deleted:** Companies should provide the information indicated in the Guide to reporting on Principle 6

### Recommendation 6.4:

A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.

## Principle 7 - Recognise and manage risk

### Recommendation 7.1:

The board of a listed entity should:

- (a) have a risk committee which:
    - (1) has at least three members, a majority of whom are independent directors; and
    - (2) is chaired by an independent director.
- and disclose:

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# ASX Listing Rules

## Guidance Note 9

- (3) ~~the charter of the committee;~~
  - (4) ~~the members of the committee; and~~
  - (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~~
- (b) ~~include within the responsibilities of the audit committee the responsibilities normally undertaken by a risk committee; or~~
- (c) ~~if it does not have a risk committee (whether as a stand-alone committee or as part of the responsibilities of the audit committee), disclose that fact and the processes it employs for identifying, measuring, monitoring and managing the material business risks it faces.~~

**Deleted:** Companies should establish policies for the oversight and management of material business risks and disclose a summary of those policies

### Recommendation 7.2:

The board or a committee of the board should:

- (a) ~~review the entity's risk management framework with management at least annually to satisfy itself that it continues to be sound, to determine whether there have been any changes in the material business risks the entity faces and to ensure that they remain within the risk appetite set by the board; and~~
- (b) ~~disclose in relation to each reporting period, whether such a review has taken place.~~

**Deleted:** The board should require management to design and implement the risk management and internal control system to manage the company's material business risks and report to it on whether those risks are being managed effectively. The board should disclose that management has reported to it as to the effectiveness of the company's management of its material business risks.¶

### Recommendation 7.3:

A listed entity should disclose:

- (a) ~~if it has an internal audit function, how the function is structured and what role it performs; or~~
- (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.~~

**Deleted:** The board should disclose whether it has received assurance from the chief executive officer (or equivalent) and the chief financial officer (or equivalent) that the declaration provided in accordance with section 295A of the Corporations Act is founded on a sound system of risk management and internal control and that the system is operating effectively in all material respects in relation to financial reporting risks

### Recommendation 7.4:

A listed entity should disclose whether, and if so how, it has regard to economic, environmental and social sustainability risks.

**Deleted:** Companies should provide the information indicated in the Guide to reporting on Principle 7

## Principle 8- Remunerate fairly and responsibly

### Recommendation 8.1:

The board of a listed entity should:

- (a) have a remuneration committee which:
    - (1) ~~has at least three members, a majority of whom are independent directors; and~~
    - (2) ~~is chaired by an independent director,~~
- and disclose:
- (3) ~~the charter of the committee;~~
  - (4) ~~the members of the committee; and~~
  - (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~~

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(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.

**Deleted:** The board should establish a remuneration committee

### Recommendation 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 and ensure that the different roles and responsibilities of non-executive directors compared to executive directors and other senior executives are reflected in the level and composition of their remuneration.

**Deleted:** The remuneration committee should be structured so that it:

### Recommendation 8.3:

A listed entity should:

**Deleted:** <#>consists of a majority of independent directors¶  
<#>is chaired by an independent chair¶  
<#>has at least three members.¶

(a) have a “clawback” policy which sets out the circumstances in which the entity may claw back performance-based remuneration from its senior executives;

(b) disclose that policy or a summary of it; and

(c) disclose as at the end of each reporting period:

(1) whether any performance-based remuneration has been clawed back in accordance with the policy during the reporting period; and

(2) where performance-based remuneration should have been clawed back in accordance with the policy during the reporting period but was not, the reasons for this.

### Recommendation 8.4:

A listed entity which has an equity-based remuneration scheme should:

(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 disclose that policy; and

(b) disclose that policy or a summary of it.

**Deleted:** Companies should clearly distinguish the structure of non-executive directors’ remuneration from that of executive directors and senior executives

### Additional recommendations that apply to an externally managed listed entity

The following two additional recommendations apply to externally managed listed entities:

#### Alternative to Recommendations 1.1 and 2.6 for externally managed listed entities:

The responsible entity of an externally managed listed entity should disclose:

(a) the arrangements between the responsible entity and the listed entity for managing the affairs of the listed entity;

(b) the role and responsibility of the board of the responsible entity for overseeing those arrangements; and

(c) its program for inducting new directors and providing appropriate professional development opportunities for continuing directors to develop and maintain the skills and knowledge needed to perform their role as a director effectively.

**Deleted:** Recommendation 8.4: Companies should provide the information indicated in the Guide to reporting on Principle 8.¶  
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**Annexure B**  
**ASX Corporate Governance Council**  
**Recommendations**  
**Verification Worksheet¶**  
Name of entity

#### Alternative to Recommendations 8.1, 8.2, 8.3 and 8.4 for externally managed listed entities:

An externally managed listed entity should clearly disclose the terms governing the remuneration of the manager.

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# ASX Listing Rules

## Guidance Note 9

The following table summarises how the recommendations apply to externally managed listed entities:

<u>Recommendation</u>	<u>Applicable to externally managed listed entities</u>
<u>1.1 (role of board and management)</u>	<u>No. However, the <i>alternative recommendation</i> above applies</u>
<u>1.2 (information about directors)</u>	<u>No</u>
<u>1.3 (written contracts of appointment)</u>	<u>No</u>
<u>1.4 (company secretary)</u>	<u>No</u>
<u>1.5 (diversity)</u>	<u>No</u>
<u>1.6 (board reviews)</u>	<u>No</u>
<u>1.7 (management reviews)</u>	<u>No</u>
<u>2.1 (disclose independence and length of service of directors)</u>	<u>Yes, in relation to the responsible entity in its corporate capacity</u>
<u>2.2 (majority of directors independent)</u>	<u>No</u>
<u>2.3 (chair independent and not CEO)</u>	<u>No</u>
<u>2.4 (nomination committee)</u>	<u>No</u>
<u>2.5 (statement of board skills and diversity)</u>	<u>No</u>
<u>2.6 (induction and professional development)</u>	<u>No. However, the <i>alternative recommendation</i> above applies</u>
<u>3.1 (code of conduct)</u>	<u>Yes, in relation to the responsible entity in its corporate capacity</u>
<u>4.1 (audit committee)</u>	<u>Yes, in relation to the specific processes and facilities the responsible entity has put in place to perform its role as the manager of the listed entity</u>
<u>4.2 (CEO and CFO certification of financial statements)</u>	<u>Yes, in relation to the specific processes and facilities the responsible entity has put in place to perform its role as the manager of the listed entity</u>
<u>4.3 (external auditor available at AGM)</u>	<u>Yes, if the externally managed listed entity holds an AGM. No if it does not.</u>
<u>5.1 (disclosure policy)</u>	<u>Yes, in relation to the listed entity being managed by the responsible entity</u>
<u>6.1 (info on website)</u>	<u>Yes, in relation to the specific processes and facilities the responsible entity has put in place to perform its role as the manager of the listed entity</u>
<u>6.2 (investor relations program)</u>	<u>Yes, in relation to the specific processes and facilities the responsible entity has put in place to perform its role as the manager of the listed entity</u>
<u>6.3 (facilitate participation at meetings of security holders)</u>	<u>Yes, if the externally managed listed entity has periodic meetings of security holders. No if it does not.</u>
<u>6.4 (facilitate electronic communications)</u>	<u>Yes, in relation to the listed entity being managed by the responsible entity</u>
<u>7.1 (risk committee)</u>	<u>Yes, in relation to the specific processes and facilities the responsible entity has put in place to perform its role as the manager of the listed entity</u>

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# ASX Listing Rules

## Guidance Note 9

<a href="#">7.2 (annual risk review)</a>	<a href="#">Yes, in relation to the specific processes and facilities the responsible entity has put in place to perform its role as the manager of the listed entity</a>
<a href="#">7.3 (internal audit)</a>	<a href="#">Yes, in relation to the specific processes and facilities the responsible entity has put in place to perform its role as the manager of the listed entity</a>
<a href="#">7.4 (sustainability risks)</a>	<a href="#">Yes, in relation to the listed entity being managed by the responsible entity</a>
<a href="#">8.1 (remuneration committee)</a>	<a href="#">No. However, the <i>alternative recommendation</i> above applies</a>
<a href="#">8.2 (disclosure of executive and non-executive director remuneration policy)</a>	<a href="#">No. However, the <i>alternative recommendation</i> above applies</a>
<a href="#">8.3 (clawback policy)</a>	<a href="#">No. However, the <i>alternative recommendation</i> above applies</a>
<a href="#">8.4 (policy on hedging equity incentive schemes)</a>	<a href="#">No. However, the <i>alternative recommendation</i> above applies</a>

[Externally managed listed entities should consult the section headed “The application of the recommendations to externally managed listed entities” in the CGC Principles and Recommendations for further guidance on how they should apply and make disclosures against the recommendations.](#)

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\* Read in context, ASX construes the reference to the disclosure of the board charter in the guide to reporting in recommendation 1.3 to mean that if an entity has a board charter, it should be disclosed on its website. If the charter sets out the functions reserved to the board and those delegated to senior executives, the disclosure of the charter will satisfy the suggestion in recommendations 1.1 and 1.3 that the split of these function also be disclosed. If it does not, then there should be a separate statement in the entity’s corporate governance statement or on the entity’s website of the functions reserved to the board and those delegated to senior executives.

\*\* Box 2.1 provides that when determining the independent status of a director the board should consider whether the director: (1) is a substantial shareholder 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 three years between ceasing such employment and serving on the board; (3) has within the last three 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.

**Background:**

Listing Rule 4.10.3 requires an entity which is included in the official list as an ASX Listing to include in its annual report:

*A statement disclosing the extent to which the entity has followed the recommendations set by the ASX Corporate Governance Council during the reporting period. If the entity has not followed all of the recommendations the entity must identify those recommendations that have not been followed and give reasons for not following them. If a recommendation had been followed for only part of the period, the entity must state the period during which it had been followed.*

An entity’s corporate governance statement may be given to ASX as a separate report but must be given to ASX at the same time as its annual report and be clearly identified as its corporate governance statement.

This Annexure lists each of the disclosures on corporate governance matters recommended by ASX Corporate Governance Council (CGC). It can be used by a listed entity as an aid to verify which CGC disclosure recommendations it follows.

If the entity has not disclosed an item mentioned above, the entity’s annual report or corporate governance statement should indicate that th...

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