
CORPORATE POLICY – RISK MANAGEMENT

SECOS Group Limited (ACN 064 755 237) and subsidiaries (Group)

PURPOSE OF THE POLICY

The purpose of the Risk Management Policy (the **Policy**) is to ensure that:

- appropriate systems are in place to identify to the extent reasonably practicable all material risks that may impact on the Group's business;
- the financial impact of identified risks is understood, and appropriate internal control systems are in place to limit the Group's exposure to such risks;
- appropriate responsibilities are delegated to control the identified risks effectively; and
- any material changes to the Group's risks are disclosed within the Company's Annual Report and Corporate Governance Statement.

For the purpose of this Policy, "risk" is defined as possible outcomes that could materially adversely impact on the Group's financial performance, assets, reputation, people or the environment.

SCOPE OF THE POLICY AND BOARD RESPONSIBILITY

This policy applies to all Directors, employees (including full time, part time, casual, contractors and consultants) of the Group.

The Board is responsible for risk oversight and the management and internal control of the processes by which risk is considered for both ongoing operations and prospective actions. The Board is required to oversee the establishment of and review the effectiveness of a risk management system to identify, assess, treat and monitor risk to support the achievement of the Group's objectives.

In specific areas, the Board is assisted by the Risk and Audit Committee (RAC). The RAC is responsible for establishing procedures which provide assurance that major business risks are identified, assessed and addressed on a periodic basis. The Group places considerable reliance on the skill, experience and judgment of its people to take risk managed decisions within the framework of this Policy and to communicate openly on all risk related matters.

BUSINESS RISKS

There are a number of risks which are inherent to the business activities which the Group undertakes. These risks may change over time as the external environment changes and as the Group expands its operations. The risk management process requires the Board to review the Group's existing risks and the identification of any new and emerging risks facing the Group, including financial and non-financial matters. It also requires the management of these risks, including risk mitigation where appropriate.

BUSINESS RISK MANAGEMENT POLICIES AND PROCEDURES

In order to properly identify and develop strategies and actions to manage business risks, the Group has put in place a business risk management framework based on the following key elements:

- An RAC that meets at least quarterly to identify and assess specific risks. The RAC should have a thorough understanding of the Group's activities and should be conversant with the Group's business plans, objectives and values;
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- assessment of the potential impact of identified business risks and the likelihood of occurrence;
 - proposed actions to eliminate, reduce or manage each material risk; and
 - assign responsibilities for the management of each risk.

Risk management encompasses all areas of the Group's activities. Once a business risk is identified, the risk management processes and systems implemented by the Group are aimed at providing the necessary framework to enable the business risk to be managed.

The Board regularly reviews the Group's risk management framework, and where required, makes improvements to its risk management and control systems.

ADDITIONAL RISK MANAGEMENT POLICIES AND PRACTICES

In addition to the specific risk management process described in this Policy, the Group has the following procedures and practices which are designed to manage specific business risks:

- an insurance program which is reviewed by the RAC and by the Board;
- regular budgeting, forecasting and financial reporting;
- the Company's strategic plan;
- non-legally and legally binding commitments and expenditures exceeding certain levels must be submitted for approval to the respective approvers based on the delegation of authority policy
- procedures/controls to manage material financial exposures and operational risks;
- oversight of the Group's financial affairs by the RAC;
- regular performance reporting enabling the identification of performance against targets and evaluation of trends;
- a health and safety policy to ensure that the Company complies with its obligations and responsibilities in relation to occupational health and safety, environmental issues; and
- ongoing training and development programs.
- other significant areas of the Group's operations are subject to regular reporting to the Board by Group personnel.

ADOPTION OF POLICY AND BOARD REVIEW

This Policy was last reviewed and amended by the Board on 4 October 2023 and takes effect from that date and replaces any previous update in this regard. This Policy can only be amended with the approval of the Board.

The Risk and Audit Committee must review and reassess this Policy periodically. Any amendments to this Policy must be approved by the Board. The Company Secretary will communicate any amendments to management and the Chief Executive Officer shall communicate these to other employees as appropriate.
