

Toll Holdings Limited & Controlled Entities

Corporate Governance Statement

Annual Financial Report for the Year Ended 30 June 2010
ACN 006 592 089

Toll's Corporate Governance Statement outlines the key aspects of the Group's corporate governance framework. The Board is committed to the highest standards in corporate governance and believes that good governance plays a major role in the Group's success. As at the date of the Annual Report the Group's governance practices comply with the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations*, 2nd Edition (ASX Principles and Recommendations).

Information about the Group's governance framework and policies referred to in this statement can be found on our website at http://www.tollgroup.com/about_corporategovern.html

1 Board of Directors

The Board currently has 6 members. The Board is chaired by an independent Non-Executive Director and the roles of the Chairman and the Managing Director are separate. The Managing Director is the only Executive Director on the Board and all of the other directors are independent Non-Executive Directors.

1.1 Role of the Board

The Board is responsible for the overall operation and stewardship of the Group, which includes guiding, assisting and supporting management to achieve the Company's goals. The Board is committed to maintaining a company which generates sustainable long term growth and profitability for the benefit of all stakeholders. The Board continues to have consideration in its deliberations for the broader community as well as the Company's responsibilities as a good corporate citizen.

The Board operates under a formal Charter which sets out its role and responsibilities.

In summary the Board is responsible for:

Strategy – Approving, directing, monitoring and assessing the Group's performance against strategic and business plans as well as approving and monitoring capital management including major capital expenditure, acquisitions and divestments.

Risk Management – Ensuring processes are in place to identify the principal risks of the Group's business and assessing the integrity of the Group's systems of risk management.

Reporting and disclosure – Approving and monitoring financial and other reporting, including reporting to shareholders and other stakeholders and establishing procedures to ensure compliance with the Company's continuous disclosure obligations.

Management and performance – Evaluating the performance of the Managing Director, approving criteria for assessing, monitoring and evaluating the performance of senior executives, as well as undertaking an annual performance review of the Board's own effectiveness.

Corporate Governance – Monitoring the Company's compliance with, and establishing, corporate governance standards and encouraging ethical behaviour.

Non-Executive Directors are advised of the Board's Charter and the terms and conditions of their appointment in formal letters of appointment.

The Board has established a number of Board Committees, which are described in section 2 below..

In addition to regular Board meetings, the Directors pay visits to the various operations of the Group and opportunities are provided both at and outside Board meetings for Directors to meet with senior executives and other employees.

1.2 Role of the Chairman

The Chairman provides leadership to the Board for the effective discharge of its duties. In doing so the Chairman's responsibilities include:

- a) ensuring that the Board receives accurate, timely and clear information;
- b) briefing all Directors on issues arising at meetings;
- c) facilitating effective discussion and analyses by the Board as a whole; and
- d) promoting constructive relationships between the Board members and between the Board and management.

1.3 Delegation to Managing Director and management

The Board has delegated the day to day management of the Group's business to the Managing Director and management. The Managing Director and management regularly report to the Board to enable the Directors to discharge their duties.

The performance of the Managing Director and key executives is regularly reviewed. In respect of each individual, this involves an assessment in relation to major goals and objectives previously agreed upon as well as setting a personal development program for the year ahead. Further details of how the performance evaluation process is undertaken, including how performance measures are assessed, are set out in the Remuneration Report.

1.4 Review of Board and Board Committee Performance

During the reporting period, the performance of the Board, Committees and individual Directors was evaluated. Each Director completing a detailed questionnaire developed by the Nomination and Corporate Governance Committee and the questionnaires were collated and evaluated by the Chairman, who then reported to the Board.

On an annual basis, the Chairman discusses Board and Committee effectiveness with the Board as a whole and with each Director individually. These discussions form the basis for Board succession planning and ongoing consideration of the appropriate mix of skills and experience required of the Board.

1.5 Review of Board and Board Committee Performance

The Board currently has six members including five independent Non-Executive Directors and the Managing Director. The Directors bring a diverse range of skills and experience to the Board. The Board considers it has the range of skills experience and knowledge to enable it to carry out its responsibilities and to govern the business effectively. The Non-Executive Directors contribute international, corporate management and operational experience, an understanding of the industry in which we operate, and an understanding of safety, environmental and community challenges that are faced by all major corporates.

Directors carry out their duties with integrity and honesty and participate in open and constructive discussions, are proactive in their approach to working through and critiquing proposals and commit to govern the company to their highest ability.

A summary of the skills represented on the current Board is set out below.

<i>Skills / Experience</i>	<i>Number of directors (out of 6)</i>
General management/CEO experience	6
International business	6
Logistics	3
Manufacturing	4
Retail and sales	3
Industrial	4
Finance and Banking	2
Labour relations	3
Remuneration	3
Regulatory compliance/Government	5
Governance	5

The Directors' Report includes a short biography for each director, including a summary of their skills, experience, qualifications, relevant expertise, tenure and attendance at Board and Committee meetings.

The Nomination and Corporate Governance Committee works with the Board to ensure that there is an appropriate mix of skills and experience on the Board, having regard to the immediate and long term strategies and objectives of Toll. The Board's policy and procedures for the nomination, selection and appointment of Directors can be found on the Group's website at http://www.tollgroup.com/about_corporategovern.html.

The Board acknowledges the concerns raised by various corporate governance bodies in relation to the lack of diversity amongst directors in Australia. The Board and the Nomination and Corporate Governance Committee are currently assessing how diversity criteria, including gender, will be taken into account when assessing future Board candidates' skills, experience and expertise, as well as the establishment of measurable objectives for achieving gender diversity throughout the Toll Group.

1.6 Independence of Directors

The Board's intention is that it should, at all times, be composed of a majority of independent Non-Executive Directors, which includes the Chairman. The Board met this criterion during the reporting period.

The Board has regard to the definition of independence set out in the ASX Principles and Recommendations and regards independent directors as those directors who are not members of management and are free of any business or other relationship that could materially interfere with, or reasonably be perceived to materially interfere with, the exercise of the Director's unfettered and independent judgment and ability to act in the best interests of Toll.

None of the Non-Executive Board members have any of the "Relationships affecting independent status" in box 2.1 of the ASX Principles and Recommendations. However, the Board does not believe that the existence of one or more of these relationships in the future will necessarily result in the relevant Director not being considered independent. Independence, including materiality of any relevant relationships, is assessed annually on a case-by-case basis from the perspective of both Toll and the Director and consideration is given to both qualitative and quantitative factors. Without limiting the Board's discretion in this regard, the Board has adopted the following guidelines to assist in making its determination on Director Independence:

- The board will determine the appropriate base to apply (eg revenue, equity or expenses), in the context of each situation.
- In general, the Board will consider a holding of 5% or more of the Company's shares to be material.
- In general, the Board will consider an affiliation with a business which accounts for less than 5% of the relevant base to be immaterial for the purposes of determining independence. However, where this threshold is exceeded, the materiality of the particular circumstance with respect to the independence of the particular director should be reviewed by the Board.

Overriding the quantitative assessment is the qualitative assessment. Specifically, the Board will consider whether there are any factors or considerations which may mean that the director's interest, business or relationship could, or could be reasonably perceived to, materially interfere with the director's independence.

When assessing independence and evaluating potential candidates, the Board also has regard to the potential for conflicts of interest, whether actual or perceived, and the extent or materiality of potential or actual conflicts of interest.

All Directors, whether independent or not, must act in the best interests of Toll and exercise independent and unfettered judgement.

Additional policies, such as Directors not being present during discussions or decision making on matters in which they have or could be seen to potentially have a material conflict of interest, as well as Directors being excluded from taking part in the appointment of third party service providers where the Director has an interest, provide further safeguards for the maintenance of independence.

In accordance with the Corporations Act 2001 and the Company's Constitution, Directors must keep the Board advised, on an ongoing basis, of any interest that could potentially conflict with those of the Company, and any development which may impact the Director's perceived or actual independence. Procedures are in place for Directors to disclose actual and potential conflicts of interest.

During the reporting period, no Non-Executive Director had any relationships that could materially interfere, or be perceived to materially interfere with the Director's unfettered and independent judgement and the Board has considered the circumstances of each Director and determined that all its Non-Executive Directors were independent during the reporting period.

1.7 Independent Advice, induction and training

In order to assist Directors in fulfilling their responsibilities, each Director has the right, with the Chairman's prior approval, to seek independent professional advice at the Group's expense.

As new directors are appointed, they undertake an induction program which includes information about Toll's strategies, objectives and values as well as Toll's governance framework and business operations. In addition, all directors have ongoing access to senior management through Board presentations, strategic discussions and site visits.

1.8 Tenure and Retirement

Directors appointed to casual vacancies during any reporting period are required to stand for election at the next general meeting of members.

Directors, excluding the Managing Director, are required to retire and, if available and eligible, are able to stand for re-election at least once every three years. Before recommending the re-election of any Director, the Board has regard to the recommendations of the Nomination and Corporate Governance Committee, any relevant performance assessments and the mix of skills, experience and expertise represented on the Board at the time.

2 Board Committees

To assist in the discharge of its responsibilities, the Board has established the following Board Committees:

- a) Nomination and Corporate Governance Committee;
- b) Audit and Financial Risk Committee; and
- c) Remuneration and Executive Succession Planning Committee.

These Committees:

- a) each have their own Charter, which is reviewed and updated as appropriate;
- b) report and make recommendations to the Board on matters attended to by them at the first Board meeting following each Committee meeting;
- c) are authorised to seek any information they require from any officer or employee of the Company, and may take such independent professional advice at the Group's expense as they consider appropriate.

The Board may, at any time, address matters identified within a Committee's Charter at the full Board level.

Details of the members of each of the committees and their attendance at committee meetings during the year are set out in the Directors' Report.

2.1 Nomination and Corporate Governance Committee

The Nomination and Corporate Governance Committee must have at least three Directors, the majority of which must be independent Non-Executive Directors and be chaired by an independent Non-Executive Director. The Committee meets as necessary, and has met on three occasions during the reporting period.

The role and responsibilities of the Nomination and Corporate Governance Committee include:

- a) reviewing the size and composition of the Board and its committees and where necessary making recommendations to the Board;
- b) providing advice to the Board with respect to the necessary and desirable mix of skills and competencies of Directors;
- c) establishing a criteria for membership selection and ensuring the criteria is used in making recommendations to the Board for the appointment, re-election and resignation of Directors;
- d) establishing and reviewing Board succession plans to ensure there is an appropriate balance of skills, experience and expertise on the Board and providing recommendations and advice to the Board on those matters;
- e) identifying individuals who are potential candidates for the Board, having regard to such factors as the Committee considers appropriate, including independence, skills, Board diversity, experience with business and other organisations of a comparable size, and the extent to which the candidate would be a desirable addition to the Board and any Board Committees;

- f) ensuring that an effective induction program for new Directors is in place, and reviewing, as necessary, its effectiveness;
- g) establishing procedures for use by the Committee to evaluate the performance of the Board and each Director, including an assessment of whether each Director has devoted appropriate time to their duties;
- h) reviewing the Company's Corporate Governance framework, having regard to the ASX Corporate Governance Principles, and establishing and reviewing policies and procedures to promote compliance, where necessary; and
- i) establishing a diversity policy for the Group and recommending, for adoption by the Board, measurable objectives for achieving gender diversity and processes for monitoring progress towards achieving such measurable objectives.

2.2 Remuneration and Executive Succession Planning Committee

The Remuneration and Executive Succession Planning Committee must be comprised of only Non-Executive Directors, with the majority of the Committee members being independent Non Executive Directors. The Committee must also be chaired by an independent Non-Executive Director. The Committee meets as necessary, and has met on five occasions during the reporting period.

The Remuneration and Executive Succession Planning Committee reviews and makes recommendations to the Board on remuneration packages and policies applicable to the Managing Director, Non-Executive Directors and, where appropriate, senior executives. The Committee may also review and make recommendations regarding the policies applicable to staff salary reviews generally. One of the requirements of the Committee is to ensure remuneration levels are competitively set in order to attract and retain appropriately qualified and experienced Directors and senior executives.

The duties of the Remuneration and Executive Succession Planning Committee include:

- a) reviewing, determining and making recommendations to the Board regarding Managing Director and senior executive remuneration allowances and incentives, including termination payments;
- b) reviewing and making recommendations to the Board on Non-Executive Director' fees;
- c) overseeing compliance with requirements regarding disclosure of remuneration arrangements;
- d) reviewing policies relating to employee share, rights, units and option plans; and
- e) establishing and monitoring executive succession planning.

The Company's remuneration framework was reviewed during the reporting period. Full details of this review, as well as the Group's approach to Non Executive Director, Managing Director and senior executive remuneration is set out in the Remuneration Report. The Group's Remuneration Policy is designed to support the strategies, objectives and future direction of the business by attracting and retaining high calibre individuals. The level and mix of remuneration of Non-Executive Directors, Executive Directors and other senior executives is determined by reference to the market via survey data and input from external professional remuneration consultants.

2.3 Audit and Financial Risk Committee

The Audit and Financial Risk Committee must have at least three members who are all Non-Executive Directors, with the majority being independent Non Executive Directors, and must be chaired by any independent Non-Executive Director. The members are all financially literate and have the necessary qualifications and experience to enable them to discharge their duties. The Committee met on five occasions during the reporting period.

The Audit and Financial Risk Committee considers any matters relating to the financial affairs of the Group and the external audit. The Committees' duties include:

- a) monitoring compliance with Toll's legal obligations;
- b) reviewing and monitoring compliance with the Company's auditor independence policy and reviewing the annual audit plan;
- c) reviewing half year and full year financial statements;
- d) reviewing, and where appropriate recommending changes to Toll's accounting policies;
- e) reviewing effectiveness of internal audit and cross divisional reviews;
- f) monitoring risks relating to business continuity, disaster recovery, reputation, currency exposure and interest rate exposure;
- g) assessing the performance of risk management; and
- h) recommending to the Board the selection and appointment, rotation, re-appointment or replacement and compensation of the external auditors.

In carrying out its duties, the Audit and Financial Risk Committee has put in place a number of internal processes that allow it to receive and review certificates and reports from management on various aspects of the Group to ensure a high standard of audit and risk management. Declarations are made by the relevant managers on various aspects of risk and financial management, including statements on the operation of, and compliance with a sound system of risk management and internal compliance and control relating to financial reporting and material business risks. The necessary declarations by the Managing Director and Chief Financial Officer are also provided (see “Approach to Risk Management” below).

3 Ethical and Responsible Decision Making

Toll is committed to conducting its business in accordance with the highest standards of ethical behaviour. All Directors, managers and employees are expected to act with integrity and objectivity, striving at all times to enhance the reputation and performance of the Group. Accordingly, the Group has established policies in order to maintain confidence in the Group’s integrity and encourage compliance with both legal obligations and stakeholder expectations.

Toll’s Code of Practice sets out obligations in relation to Toll’s Disclosure Hotline, fair trading, insider trading, equal opportunity, health and safety, the environment, pirated software, gifts and favours, conflicts of interest, expenses and claims, confidentiality, public statements and use of Company property. Toll reviewed its Code of Practice during the reporting period and as a result introduced the Ethical Code of Conduct to formalise the Group’s commitment to the highest standards of integrity, honesty and accountability. The Ethical Code of Conduct deals with matters such as legal compliance, fair trading, bribes and gifts as well as conflicts of interest and both the Ethical Code of Conduct and the Code of Practice is issued to all employees.

In addition, Toll has adopted a separate Code of Conduct for Directors and Senior Executives, which is based on a code prepared by the Australian Institute of Company Directors.

The Company has also developed a Toll Disclosure Hotline policy to enable all Australian employees the opportunity to anonymously report unethical or inappropriate behaviour via an independent third party. This Hotline has been implemented within Australia and will continue to be implemented progressively into all other major jurisdictions in which the Group operates.

Notwithstanding the above policy, employees are encouraged to report unacceptable behaviour to their nominated supervisors at first instance.

4 Securities Trading Policy

The Board has adopted a Securities Trading Policy, which provides guidance to Directors and employees regarding dealing in Toll securities. All Directors, executives and employees are prohibited from trading in the Company’s securities, related financial products and derivatives whenever they have price sensitive information which is not generally available.

Under the Securities Trading Policy, a combination of trading windows and blackout periods is used. Trading for Directors and senior executives is restricted to:

- i) the six-week period commencing on the second full trading day following the release of the half year results;
- ii) the six-week period commencing on the second full trading day following the release of the full year results;
- iii) the six-week period commencing on the second full trading day following the Annual General Meeting;
- iv) the offer period specified in any disclosure document (e.g. a prospectus) issued by Toll;
- v) any other period the Board determines, if the Board is satisfied that all price sensitive information has been released to the market.

Outside these periods, trading may only occur with prior written approval. Such approval will not be given during the following blackout periods (unless exceptional circumstances apply):

- i) close of trading on 31 December until the commencement of the trading window on the second full trading day following the release of the half year results;
- ii) close of trading on 30 June until the commencement of the trading window on the second full trading day following the release of the full year results;
- iii) the four-week period prior to the Annual General Meeting;

iv) any other period the Board determines.

Further, Directors, the Managing Director, senior management and relevant employees are prohibited from entering into “hedging” or any other arrangements which effectively operate to limit the economic risk of their unvested security holdings in Toll allocated under our incentive plans.

5 Risk Management

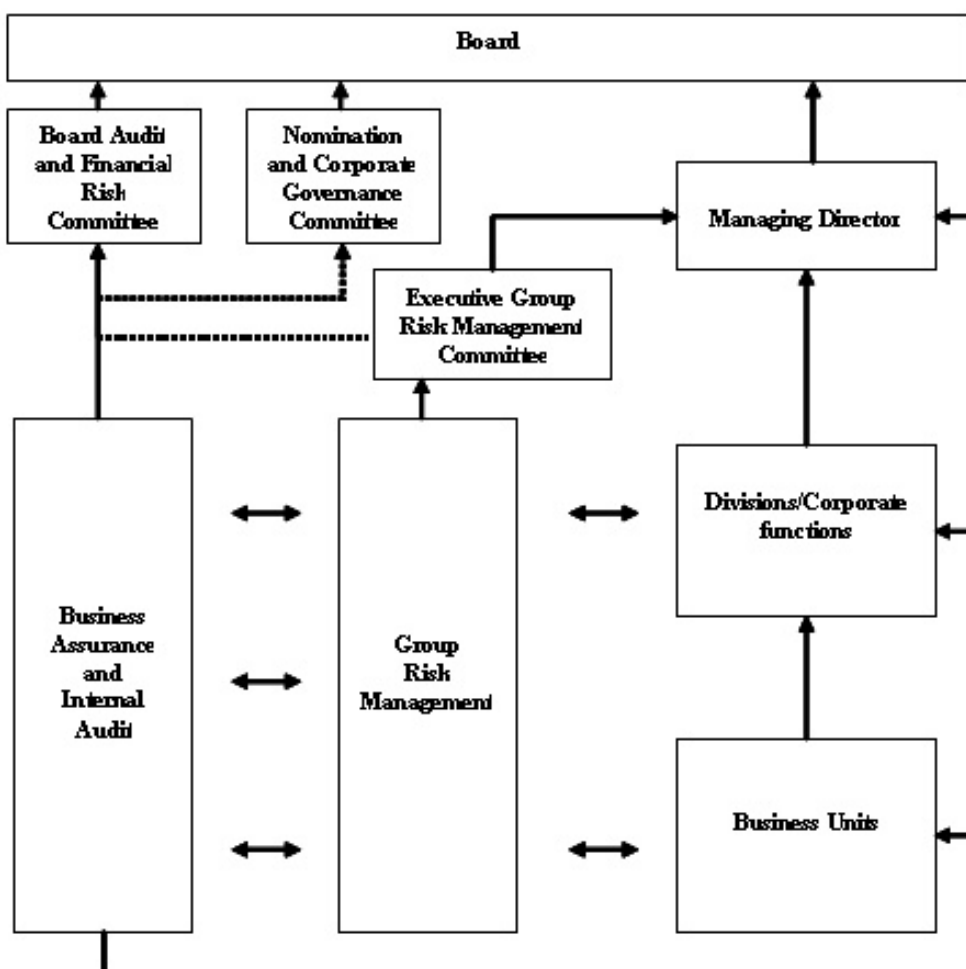
Effective risk management is critical to the Group’s success and is an integral part of the culture of Toll. Whilst the acceptance of some risk is necessary to achieving corporate goals, success is derived from the Group’s ability to identify key risks in a timely manner and implement appropriate strategies to maximise business opportunities, manage uncertainties and minimise potential hazards. The Group’s business risk profile is subject to a formal review as part of the annual strategic and business planning cycle. By continually evaluating the risk and reward balance, and building risk management into daily activities at all levels, the Group’s risk management framework addresses the interests of all stakeholders - including shareholders, customers, suppliers, regulators, employees and the community.

The strength of the Group’s risk management and internal control framework is founded on a combination of ‘formal’ policies, procedures, reporting and analysis, as well as ‘informal’ controls such as management competence, judgement, ethics and values and specific accountability, all of which are actively promoted by senior management.

The full text of the Group’s comprehensive Risk Management Policy and Internal Compliance and Control System is set out in the Risk Management Policy Statement in the Corporate Governance section of the Group’s website at http://www.tollgroup.com/about_corporategovern.html.

Risk Management Accountability Framework

The key components of the risk management accountability framework are illustrated below:



The Board, through the Audit and Financial Risk Committee, oversees the establishment, implementation and ongoing review of the Group's risk management and internal compliance and control system. The internal control system covers strategic, financial, operational and compliance risks. The Audit and Financial Risk Committee also approves the annual program and scope of Business Assurance and Internal Audit (BA&IA) reviews. The Nomination and Corporate Governance Committee reviews corporate governance practice and relevant Company policies where required.

The Managing Director is responsible for implementation of the risk management policy and internal compliance and control system and Divisional Directors are responsible for risk management within their respective divisions. To promote accountability, Divisional Directors delegate day-to-day responsibility for risk management, compliance and control to Business Unit General Managers. This responsibility includes adopting the Group standard approach to designing and implementing a sound system of risk management and internal control that identifies, assesses, monitors, and manages key risks that impact achievement of business objectives. The Business Unit General Managers, Divisional Directors and selected executives give detailed risk management and governance declarations annually. Specialist risk and occupational health and safety (OH&S) managers support business units in establishing and monitoring risk management processes and awareness within their specialist areas.

Risk Management throughout the Group is implemented and monitored by Group Risk Management with the assistance of the BA&IA group.

Overall, the Group Risk Management function is responsible for:

- a) providing technical advice;
- b) developing risk management policies and procedures; and
- c) co-ordinating risk reporting to senior management and the Board on matters such as OH&S, security, environment, dangerous goods/hazards, crisis management, business interruption, contracts and insurance.

The BA&IA reports to the Audit and Financial Risk Committee, and:

- a) independently evaluates the effectiveness and efficiency of selected risk management and internal compliance and control systems;
- b) co-ordinates its program with other Group 'assurance' activities covering OH&S, hazardous goods, balance sheet integrity and internal compliance programs;
- c) assists in evaluating and monitoring the effectiveness of the Group and Divisional business risk analysis program; and
- d) liaises and consults with the Group Risk Management function on selected risk and compliance matters.

Toll has identified a number of key risks which are monitored and reported on in accordance with the framework described above. These include:

- **Financial and reporting risks** – integrity of financial reports, independence of the external auditor and maintenance of financial records.
- **Business/operations risks** – Occupational Health & Safety, information systems and technology, human capital and environment.
- **Regulatory/compliance risks** – Compliance with ACCC undertakings, fatigue management legislation, and continuous disclosure.
- **Strategic risks** – Business continuity, managing customer and supplier relationships, transport industry consolidation, and global expansion

All material price sensitive changes to the Group's business risk profile are disclosed to stakeholders in accordance with the Group's Continuous Disclosure policy.

Further details regarding risk management of these risks can be found in the 2010 Corporate Social Responsibility Report in the Corporate Governance section of the Group's website at <http://www.tollgroup.com/about/corporategovern.html>.

Reporting to the Board on risk for the reporting period

Business risk reporting

The Board has received and is satisfied with the report from management on the Group's material business risks and the effectiveness of the Company's management of these risks. Integrated risk management programs are aimed at ensuring risks are identified, assessed and appropriately managed, and include regular reports to the Board on the status of business risks. The Audit and Financial Risk Committee is also responsible for reviewing the effectiveness of the Group's risk management and internal control system.

Financial risk reporting

The Board has received and considered the annual declaration from the Managing Director and Chief Financial Officer which states that in their opinion:

- a) the Company's financial records have been properly maintained; and
- b) the financial statements and notes for the year ended 30 June 2010 present a true and fair view of the financial position and performance of the Group and are in accordance with relevant accounting standards.

The Managing Director and Chief Financial Officer also provide a statement to the Board that, to the best of their knowledge and belief:

- a) the declarations above regarding the integrity of the financial reports are founded on a sound system of risk management and internal compliance and control in relation to financial reporting risks which implements the financial and governance policies adopted by the Board;
- b) the Group's risk management and internal compliance and control systems, relating to financial reporting risks for the year ended 30 June 2010, were operating effectively in all material respects, based on the risk management and compliance model adopted by the Group;
- c) nothing has come to their attention since 30 June 2010 that would indicate any material change to the statements made in (i), and (ii) above; and
- d) majority-owned entities and those entities under Toll management control are included for the purposes of this statement.

The declarations and statements by the Managing Director and Chief Financial Officer are supported by the risk management framework detailed above.

6 Communicating with Shareholders

The Board is committed to keeping shareholders fully informed about developments and important information affecting the Group and has adopted a Shareholder Communication Policy which can be found in the Corporate Governance section of the Group's website at http://www.tollgroup.com/about_corporategovern.html. Information is communicated to shareholders in a number of ways:

- a) All matters requiring disclosure under the ASX Listing Rules are announced to the ASX in accordance with the Company's Continuous Disclosure Policy.
- b) The Annual Report is distributed to shareholders who have requested it in printed format. It is also available electronically and posted on the Group's website at http://www.tollgroup.com/about_corporategovern.html
- c) Shareholders are encouraged to attend the Annual General Meeting, which is the main opportunity for shareholders to hear the Managing Director and Chairman provide updates on Company performance, ask questions of the Board and vote on the various resolutions affecting the business. Shareholders are also given an opportunity ask questions of the Company's auditors regarding the conduct of the audit and preparation and content of the auditor's report.
- d) The Group's internet website at http://www.tollgroup.com/about_corporategovern.html is regularly updated and provides the following information under the "Shareholder" information section:
 - i. latest Annual General Meeting, Proxy voting results, Notices of the Annual General Meeting and explanatory material as well as transcripts of the Chairman's and the Managing Director's addresses;
 - ii. Annual Reports for at least the past 10 years and presentations made to the market regarding annual results;
 - iii. Corporate announcements;
 - iv. Recent significant developments;
 - v. "Toll Today" quarterly newsletters;
 - vi. Diary for events of interest to shareholders; and
 - vii. The live share price of the Company's ordinary shares trading on the ASX (with an approximate delay of 20 minutes).

7 Relating to our Shareholders

The Group believes in openness and transparency within its operations and its relationships with stakeholders. To assist this process, the Group has developed a number of policies which set out what various groups of people may expect when they interact with the Group, and where appropriate, what the Group expects of them. Detailed summaries of these policies are available on the company's website at About Toll – Company Policies

In addition, information on the following matters is accessible under the About Toll – Corporate Governance section of the Group's website at www.tollgroup.com:

- a) Board Charter
- b) Charters of the Board committees
- c) Procedure for the selection and appointment of new Directors
- d) Securities Trading Policy
- e) Ethical Conduct Policy
- f) Code of Conduct for Directors and Senior Executives
- g) Auditor Independence Policy
- h) Continuous Disclosure policy
- i) Shareholder Communication Policy
- j) Risk Management Policy Statement
- k) Performance evaluation process for Board and key executives
- l) Codes of Conduct with stakeholders
- m) Code of Practice
- n) Ethical Code of Conduct