



Kalbar Risk Management Policy

1. Introduction

Kalbar acknowledges that risk is inherent in our business and that effective management of risk and opportunity is essential to our success and future growth. We are committed to proactively identifying, assessing, managing and reducing risks to safeguard the assets and interests of our company, our employees and our stakeholders.

2. Policy objectives

The objectives of this policy are to provide a consistent approach to the recognition, measurement and evaluation of risk and to align efforts across the business that embed risk management into our business activities and processes.

3. Scope

This policy applies to all employees, directors, officers, contractors, agents, consultants and any other party representing Kalbar wherever it operates across the world.

4. To achieve these objective we will:

- implement a company-wide risk management framework;
- develop a culture where everyone actively promotes and demonstrates Kalbar's values and code of conduct ensuring their actions and behaviours do not place the reputation of the company at risk with our investors, government agencies, business partners, suppliers, customers or our community;
- work with integrity, respect and good judgement and comply with applicable legislation and contractual obligations;
- provide our people with a clear understanding of their responsibility to be aware of risks related to their activities at every level and accountable for ensuring those risks are effectively monitored, reported, managed and mitigated;
- implement a standard operating platform with clear guidelines and instructions on how we want the company to operate;
- develop robust planning strategies for crisis management, emergency response and business continuity;
- develop and implement a risk register and risk action control plan and risk management plan;
- regularly assess the effectiveness of the risk management process;
- continuously identify and measure risks that might impact upon the achievement of Kalbar's goals and objectives, and monitor the environment for emerging factors and trends that affect these risks;
- measure and report on identified risks and investigate all significant incidents;
- manage all material risks so that residual risk is within the tolerances set by the leadership team and the Board; and
- ensure significant risks are elevated appropriately, through all levels of management to the Board.

5. Policy Review

This policy will reviewed annually by the Board to ensure it continues to meet both regulatory and contemporary industry standards and practices.

Related documents:

- Kalbar Code of Conduct
- Misconduct Reporting Procedure

Version	Doc Category	Status	Reviewer	Approver	Approval Date	Due for review
1.1	Board	Reviewed	V.Hugo	Chairman: Brad Farrell	14.2.2020	Feb 2021