



ASX Principles and Recommendations	Comply (Yes/No)	Explanation
		<p>(h) specific matters in relation to continuous disclosure as defined in the Continuous Disclosure Police; any proposal to issue securities of the Company (except under a program previously approved by the Board); and</p> <p>(i) other matters as the Board may determine from time to time.</p> <p>The Company is committed to the circulation of relevant materials to Directors in a timely manner to facilitate Directors' participation in Board discussions on a fully informed basis.</p> <p>It is expected that the division of responsibility of the Board and senior executives will vary with the evolution of the Company.</p> <p>The Company intends to regularly review the balance of responsibilities to ensure that the division of functions remains appropriate to the needs of the Company.</p>
<p>1.2 A listed entity should:</p> <p>(a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director; and</p> <p>(b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.</p>	<p>Yes</p> <p>Yes</p>	<p>The Remuneration and Nomination Committee's role includes identifying and recommending candidates for the Board to the Board. These recommendations will occur after considering the necessary and desirable competencies of new Board members, the range of and depth of skills and the diversity of the Board, and making appropriate checks regarding an individual being put forward. In the absence of the Committee undertaking this role, it may be undertaken by the Board.</p> <p>The Committee also aims to ensure that all material information in its possession relevant to a decision of whether to appoint or re-elect a director is made available to security holders.</p> <p>When an individual is nominated to be a Director, their curriculum vitae with their relevant professional history and qualifications is circulated to the security holders of the Company.</p>
<p>1.3 A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.</p>	<p>Yes</p>	<p>Directors are given letters of appointment and/or service agreements, and senior executives are given employment contracts prior to their engagement with the Company.</p>
<p>1.4 The company secretary of a listed entity should be accountable directly to the board, through the chair, on</p>	<p>Yes</p>	<p>The Company Secretary is appointed by and responsible to the Board of Directors through the Chairman. The Chairman and</p>

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
all matters to do with the proper functioning of the board.		the Company Secretary will co-ordinate the Board agenda.
<p>1.5 A listed entity should:</p> <p>(a) have a diversity policy which includes requirements for the board or a relevant committee of the board to set measurable objectives for achieving gender diversity and to assess annually both the objectives and the entity's progress in achieving them;</p> <p>(b) disclose that policy or a summary of it; and</p> <p>(c) disclose as at the end of each reporting period the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with the entity's diversity policy and its progress towards achieving them and either:</p> <p>(1) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes); or</p> <p>(2) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.</p>	No	<p>Given its current size and stage of development, the Company has not found it necessary to create a formal diversity policy or to annually report on measurable objects with respect to achieving gender diversity or diversity generally. However, the Company has and continues to remain committed to ideals of diversity throughout its business practices.</p> <p>As the Company continues to grow, the Board intends to review its practices, and if deemed necessary in the future, the Board may consider adopting a formal diversity policy.</p>
<p>1.6 A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</p> <p>(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>	<p>Yes</p> <p>Yes</p>	<p>The performance of the Board as a group and of individual Directors is to be assessed each year through a process as determined by the Board at its discretion.</p> <p>In particular, all Directors seeking re-election at an annual general meeting will be subject to a formal performance appraisal to determine whether the Board (with the Director absenting themselves) recommend their re-election to shareholders.</p> <p>The Company did not undertake a formal performance appraisal of each Director during the financial year ended 30 June 2018.</p>
1.7 A listed entity should:		The Board and senior management team will regularly review the performance of its

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<p>(a) have and disclose a process for periodically evaluating the performance of its senior executives; and</p> <p>(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>	<p>Yes</p> <p>Yes</p>	<p>senior executives and address any issues that may emerge through a process as determined by the Board or senior management team, at their discretion.</p> <p>The Company did undertake a formal performance appraisal of each senior executive during the financial year ended 30 June 2018.</p>

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<b>2 Structure the board to add value</b>		
<p>2.1 The board should:</p> <p>(a) have a nomination committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director,</p> <p>and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(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 meeting; or</p> <p>(b) if a listed entity does not have a nomination committee, it should disclose the fact and processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.</p>	<p>No</p> <p>No</p> <p>Yes</p> <p>No</p> <p>No</p> <p>N/A</p>	<p>The Company has a remuneration and nomination committee (<b>Remuneration and Nomination Committee</b>), which currently does not have at least three members, a majority of whom are independent directors. Considering the size of the Company and that the full board comprises three directors, the Company considers that it is not appropriate to strictly follow the Principles and Recommendations.</p> <p>As the Company grows, the Board will continue to evaluate whether it will be appropriate for additional and/or independent directors to be appointed to this committee and whether the minimum number of members should be varied.</p> <p>A copy of the Remuneration and Nomination Committee Charter is available on the Company's website at the following URL: <a href="http://www.justkapital.com.au/investor-centre/governance/">http://www.justkapital.com.au/investor-centre/governance/</a>.</p>
<p>2.2 A listed entity should disclose a board skills matrix setting out the mix of skills and diversity that the Board currently has or is looking to achieve its membership.</p>	<p>No</p>	<p>The Board strives to ensure that it is comprised of directors with a blend of skills, experience and attributes appropriate for the Company and its business.</p> <p>However, the Board is of the belief that a Board Skills Matrix is not required given the stage of development of the business. The Board will continue to monitor whether it will be appropriate for the company to adopt a Board Skills Matrix as the Company continues to develop.</p>

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<p>2.3 A listed entity should disclose:</p> <p>(a) the names of the directors considered by the board to be independent directors;</p> <p>(b) if a director has an interest, position, association or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position, association or relationship in question and an explanation of why the board is of that opinion; and</p> <p>(c) the length of service of each director.</p>	No	<p>Given its current size and stage of development, the Company has not found it necessary to disclose the names of directors considered by the Board to be independent Directors. However, the Company has disclosed details of each director, including their length of service, in the 2018 Annual Report.</p> <p>The Company will continually evaluate whether it will be appropriate to consider independent Directors as the business evolves and expands.</p>
<p>2.4 A majority of the board should be independent directors.</p>	No	<p>The Board considers that the current composition of the Board is appropriate in light of the Company's current operations and structure.</p> <p>The Board will continue to monitor whether additional independent directors should be appointed to the Board as the scale of its activities evolves and expands.</p>
<p>2.5 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.</p>	No	<p>The Board's current Chairman, Mr Tim Storey is a non-executive Director. Although Mr Storey does not satisfy the ASX Corporate Governance Principles and Recommendations definition of an independent director because he was an executive of the Company within the last three years, Mr Storey brings an independent judgement to bear on issues before the Board.</p> <p>Ms Diane Jones is the Chief Executive Officer of the Company.</p> <p>The Company continues to refine its focus on the strategic development of the business and a number of changes have been made at the senior management level.</p>
<p>2.6 A listed entity should have a program for inducting new directors and provide appropriate professional development opportunities for directors to develop and maintain the skills and knowledge needed to perform their role as directors effectively.</p>	Yes	<p>Each new Director of the Company will, upon appointment, participate in an induction program. This will include meeting with members of the existing Board, Company Secretary, management and other relevant executives to familiarise themselves with the Company, its procedures and prudential requirements, and Board practices and procedures.</p>

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
<b>3 Act ethically and responsibly</b>		
3.1 A listed entity should: <ul style="list-style-type: none"> <li>(a) have a code of conduct for its directors, senior executives and employees; and</li> <li>(b) disclose that code or a summary of it.</li> </ul>	Yes	<p>The Board is committed to the establishment and maintenance of appropriate ethical standards in order to instil confidence in both clients and the community in the way the Company conducts its business. These standards are encapsulated in the Code of Conduct which outlines how the Company expects each person who represents it to behave and conduct business. In addition, the Board has adopted Privacy and Conflicts policies appropriate to its business.</p> <p>A copy of the Code of Conduct is available on the Company's website at the following URL: <a href="http://www.justkapital.com.au/investor-centre/governance/">http://www.justkapital.com.au/investor-centre/governance/</a></p>
<b>4 Safeguard integrity in corporate reporting</b>		
4.1 The board of a listed entity should: <ul style="list-style-type: none"> <li>(a) have an audit committee which:               <ul style="list-style-type: none"> <li>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</li> <li>(2) is chaired by an independent director, who is not the chair of the board,</li> </ul> </li> <li>and disclose:               <ul style="list-style-type: none"> <li>(3) the charter of the committee;</li> <li>(4) the relevant qualifications and experience of the members of the committee; and</li> <li>(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</li> </ul> </li> <li>(b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</li> </ul>	<ul style="list-style-type: none"> <li>No</li> <li>No</li> <li>Yes</li> <li>No</li> <li>No</li> <li>N/A</li> </ul>	<p>The Company has a separately constituted audit and risk committee (<b>Audit and Risk Committee</b>) which currently does not have at least three members, a majority of whom are independent directors. Considering the size of the Company and that the full board comprises three directors, the Company considers that it is not appropriate to strictly follow the Principles and Recommendations.</p> <p>As the Company grows, the Board will continue to evaluate whether it will be appropriate for additional and/or independent directors to be appointed to this committee and whether the minimum number of members should be varied.</p> <p>This committee charter outlines the keys areas of responsibility for the audit committee, outlining its responsibility for oversight of the quality and integrity of the accounting, auditing, financial reporting and operational risks of the company.</p> <p>A copy of the Audit and Risk Committee Charter is available on the Company's website at the following URL: <a href="http://www.justkapital.com.au/investor-centre/governance/">http://www.justkapital.com.au/investor-centre/governance/</a>.</p>

<b>ASX Principles and Recommendations</b>	<b>Comply (Yes/No)</b>	<b>Explanation</b>
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, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that their opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.	Yes	The Company has received a declaration from the CEO and CFO that, in their opinion, the financial records have been properly maintained and comply with the proper standards.
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.	Yes	The Company's external auditor will be present at the AGM and be available to answer questions from security holders relevant to the audit.
<b>5 Make timely and balanced disclosure</b>		
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.	Yes	The Company is committed to providing timely, complete and accurate disclosure of information to allow a fair, and well-informed market in its securities and compliance with the continuous disclosure requirements imposed by law including the Corporates Act and the ASX Listing Rules.  A copy of the Company's Continuous Disclosure Policy is available on the Company's website at the following URL: <a href="http://www.justkapital.com.au/investor-centre/governance/">http://www.justkapital.com.au/investor-centre/governance/</a> .
<b>6 Respect the rights of security holders</b>		
6.1 A listed entity should provide information about itself and its governance to investors via its website.	Yes	The Company's website <a href="http://www.justkapital.com.au">www.justkapital.com.au</a> contains all relevant information about the Company. The Company will regularly update the website and its contents.
6.2 A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.	No	The Company does not have an investor relations program in place but ensures that all material information is conveyed to its investors so as to facilitate communication.
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.	No	Although the Company does not have a formal communications policy in place, shareholders are encouraged to participate at general meetings and contact the Company Secretary or Chairman if they have any queries with respect to announcements and/or presentations made by the Company or its operations.

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
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.	Yes	The Company encourages shareholders to register for receipt of announcements and updates electronically.
<b>7 Recognise and manage risk</b>		
7.1 The board of a listed entity should: (a) have a committee or committees to oversee risk, each of 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 (b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.	No  No  Yes  No  No       N/A	<p>The Company has a separately constituted Audit and Risk Committee which currently does not have at least three members, a majority of whom are independent directors. Considering the size of the Company and that the full board comprises three directors, the Company considers that it is not appropriate to strictly follow the Principles and Recommendations.</p> <p>As the Company grows, the Board will continue to evaluate whether it will be appropriate for additional and/or independent directors to be appointed to this committee and whether the minimum number of members should be varied.</p> <p>This committee charter outlines the key areas of responsibility for the audit committee, outlining its responsibility for oversight of the quality and integrity of the accounting, auditing, financial reporting and operational risks of the company.</p> <p>A copy of the Audit and Risk Committee Charter is available on the Company's website at the following URL:  <a href="http://www.justkapital.com.au/investor-centre/governance/">http://www.justkapital.com.au/investor-centre/governance/</a>.</p>
7.2 The board or a committee of the board should: (a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound; and (b) disclose, in relation to each reporting period, whether such a review has taken place.	Yes	<p>The Board annually reviews and approves the risk management framework and oversight policies of the Company to satisfy itself that it continues to be sound.</p> <p>The Board confirms such a review took place this financial year.</p>
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	No  Yes	The Company does not have an internal audit function and does not disclose the processes it uses to improve risk management. Nonetheless, it remains committed to effective management and control of these factors, and the management and Board periodically

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
evaluating and continually improving the effectiveness of its risk management and internal control processes.		evaluates the effectiveness of its risk management and internal control processes.
7.4 A listed entity should disclose whether it has any material exposure to economic, environmental and social sustainability risks and, if they do, how they manage or intend to manage those risks.	Yes	<p>The nature of the Company's operations are such that the Board does not consider it to have any material exposure to economic, social and sustainability risks.</p> <p>The Board will continue to monitor that it does not consider that these are relevant risks to the Company.</p> <p>All material risks to economic, environmental and social sustainability risks will be announced to the market, in accordance with the requirements of the ASX Listing Rules and otherwise.</p>
<b>8 Remunerate fairly and responsibly</b>		
<p>8.1 The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director,</p> <p>and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(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</p> <p>(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.</p>	<p>No</p> <p>No</p> <p>Yes</p> <p>No</p> <p>No</p> <p>N/A</p>	<p>The Company has a Remuneration and Nomination Committee, which currently does not have at least three members, a majority of whom are independent directors. Considering the size of the Company and that the full board comprises three directors, the Company considers that it is not appropriate to strictly follow the Principles and Recommendations.</p> <p>As the Company grows, the Board will continue to evaluate whether it will be appropriate for additional and/or independent directors to be appointed to this committee and whether the minimum number of members should be varied.</p> <p>A copy of the Remuneration and Nomination Committee Charter is available on the Company's website at the following URL: <a href="http://www.justkapital.com.au/investor-centre/governance/">http://www.justkapital.com.au/investor-centre/governance/</a>.</p>
8.2 A listed entity should disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of	Yes	The Company disclosed its remuneration policy in the 2018 Annual Report.

ASX Principles and Recommendations	Comply (Yes/No)	Explanation
executive directors and other senior executives.		
<p>8.3 A listed entity which has an equity-based remuneration scheme should:</p> <p>(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</p> <p>(b) disclose that policy or a summary of it.</p>	Yes	<p>The Company has a securities trading policy that prohibits directors, offices and employees from entering into transactions or arrangements which limits the economic risk of participating in unvested entitlements under any equity based remuneration scheme.</p> <p>A copy of the Securities Trading Policy is available on the Company's website at the following URL:  <a href="http://www.justkapital.com.au/investor-centre/governance/">http://www.justkapital.com.au/investor-centre/governance/</a>.</p>