

RISK MANAGEMENT POLICY

This policy applies to Metarock Group Limited and all its related subsidiaries.

Metarock Group Limited mandates risk management for both strategic and operational risks at all hierarchical levels as a fundamental requirement of its management practice and is a significant aspect of organisational governance. Effective management of risk is an essential contributor to achieving Metarock's strategic and operational objectives and goals. The risk management framework is designed to ensure all business units take all reasonable steps in the identification, assessment, monitoring and management of risk, including meeting the following minimal principles and requirements, at all levels of the organisation:

1. Metarock is committed to promoting a proactive safety culture by developing and maintaining the framework, processes and structures to formally and systematically identify, assess and manage risk. Where appropriate, this will be implemented and performed in accordance with the legislative guidelines and benchmarking standards.
2. Risk management is an integral part of the organisation's processes and is a transparent and inclusive part of decision making and routine management; as such it must be incorporated within strategic and operational planning processes at all levels.
3. Risk management is part of the decision-making process therefore risk assessments must be conducted on new ventures and activities, including projects, processes, systems and commercial activities to ensure that these are aligned with Metarock's objectives and goals, and that any risks, or subsequent opportunities, have been identified, analysed and reported to the appropriate level of management in accordance with Metarock's organisational structure. Where it is determined that any risk identified is not controlled to as low as reasonably practical or acceptable to the organisation, a risk assessment must be completed.
4. Risk management explicitly addresses uncertainty in a systematic structured and timely manner. Metarock maintains a risk register, which includes, among other things, details of the likelihood and potential impacts of the risk, details of the controls and actions as required, and an assignment of who is responsible for monitoring that risk and ensuring that the controls and actions are being adhered to and remain effective.
5. Metarock is committed to ensuring that all staff members, particularly those in management roles or with decision making authority, are provided with guidance and training on the principles of risk management and their responsibilities under legislation and this policy to implement risk management effectively.
6. Risk management is based on the best available information. Metarock will regularly monitor and review the implementation and effectiveness of the risk management program, including the development of an appropriate risk management culture, as a basis for continuous improvement (for risk management process).
7. Risk management is tailored to the organisation's strategic objectives, environment and business activities; therefore, this policy will be reviewed on a yearly basis to ensure it is dynamic, interactive and responsive to change to facilitate continual improvement within the organisation.

Roles and Responsibilities

Board (via Audit and Risk Management Committee)

The Board of Directors, via the Audit and Risk Management Committee, oversees the establishment and implementation of the risk management system and annually reviews the effectiveness of the system. In particular, the Audit and Risk Management Committee considers on an ongoing basis whether:

- Adequate risk mitigation strategies have been designed and implemented to manage all material identified risks;
- Management has undertaken regular audits (including Internal Audit, Compliance Audit and External Audit) to assess the effectiveness of internal controls and compliance with prescribed policies; and
- Timely remedial action is undertaken to redress areas of weakness.

Senior Management Team (SMT)

Overall responsibility for risk management including:

- Strategic risk;
- Project, business and operational risks;
- Site compliance to Risk Management requirements;
- Implementing initiatives to continually strengthen risk management framework and risk culture by ensuring there are robust processes in place to identify, communicate and manage material risks across the organisation;
- Coordination of the annual risk register review undertaken by the Senior Leadership Team (SLT);
- Updating and regularly reporting the Material Risk Register to the SMT and the Board Audit and Risk Management Committee; and
- Promoting risk management awareness via education to management and staff as required.

Senior Leadership Team (SLT)

- Identifying, communicating and managing risks in their area of operations;
- Preparing risk analysis reports on risks concerning their area of operations (annual);
- Coaching and mentoring workers in their areas of responsibility in regard to Risk Management; and
- Ensuring Risk Management processes are followed and risk controlled to As Low As Reasonably Practical (ALARP).

Workers

- Completing personal and team risk assessments for all tasks, ensuring risk is reduced to ALARP;
- Reporting to line managers any and all areas of unacceptable risk; and
- Following all lawful instructions in relation to safety.

Jeffrey Whiteman
CEO & Managing Director Metarock