

1. Scope

This Policy applies to all executive and non-executive directors, senior managers or other officers, employees, contractors and consultants of the Company and its subsidiaries from time to time.

2. Purpose

The Company has adopted a set of procedures and guidelines to ensure that it complies with its disclosure obligations in accordance with all applicable legal and regulatory requirements, including the NZX Main Board Listing Rules ("**NZX Listing Rules**") and the ASX Listing Rules.

Section 270 of the Financial Markets Conduct Act 2013 requires the Company to comply with the applicable continuous disclosure listing rules. NZX Listing Rule 3.1 and ASX Listing Rule 3.1 set out the Company's primary disclosure obligations. The Company must promptly and without delay notify NZX and ASX of information that a reasonable person would expect to have a material effect on the price or value of the Company's securities when the Company becomes aware of the information, unless the materially price sensitive information falls within one of the exemptions set out in NZX Listing Rule

3.1.2 and ASX Listing Rule 3.1A. The Company becomes aware of information if, and as soon as, a director or senior manager or other officer has, or ought reasonably to have, come into possession of the information in the course of the performance of their duties.

All market announcements must be accurate, balanced, and expressed in a clear and objective manner so that investors have equal and timely access to information about the Company.

The Company is committed to taking a proactive approach to continuous disclosure and creating a culture within the Company that promotes and facilitates compliance with the Company's continuous disclosure obligations.

3. Responsibilities of the Board

The Company's board of directors ("**Board**") bears the primary responsibility for the Company's compliance with its disclosure obligations and is therefore responsible for overseeing and implementing this Policy. The Board makes the ultimate decision on whether material information needs to be disclosed to NZX and ASX or otherwise.

Although the Company has appointed the Company Secretary in order to streamline the day-to-day compliance with its continuous disclosure obligations, all directors, senior managers and other officers are required to notify the Company Secretary if they believe there is material information which requires disclosure. All directors, senior managers and other officers are encouraged to approach the Company Secretary if they have any queries about what information should be disclosed to NZX and ASX.

Where a director serves as an officer of another company that the Company has a financial interest in, that director is responsible for providing copies of all material announcements or releases by that company to the Company Secretary as soon as practicable.

4. Responsibilities of the Company Secretary

The Company has appointed the Company Secretary as its NZX and ASX liaison officer, being the person responsible for communicating with NZX and ASX with respect to all Listing Rule matters.



The Company Secretary plays an important role in the Company's disclosure compliance program and is responsible for:

- maintaining, and monitoring compliance with this Policy;
- liaising between the Board, senior management, NZX and ASX;
- overseeing and coordinating disclosure of information to NZX and ASX, analysts, brokers, shareholders, the media, and the public;
- coordinating education within the Company about its disclosure obligations and disclosure compliance program;
- reviewing information provided to and otherwise obtained from the Company's reporting systems to determine whether the information is material;
- promptly providing a report of material information to the Board; and
- ensuring that continuous disclosure announcements are copied to Board members by email promptly after they have been released to NZX and ASX.

5. Responsibilities of the Authorised Company Spokesperson

The Company has appointed the Chair and Chief Executive Officer, or in their absence their delegate, as authorised spokespersons. The above people are authorised to make any public statement on behalf of or in relation to the Company following approval of such statements by the Board. Such public statements extend to all responses by the Company to enquiries by the media, analysts or shareholders. All enquiries by regulators should be passed on to the Company Secretary.

There must be no selective disclosure of material information. The spokesperson should not disclose any material price sensitive information through public statements which has not already been released to the market through NZX and ASX, but may clarify material information which has already been disclosed to NZX and ASX. Prior to making any public statement, the spokesperson should liaise with the Company Secretary regarding the Company's disclosure history to avoid the inadvertent release of price sensitive information.

The Company may authorise other persons from time to time to make public statements in particular circumstances.

In the event of inadvertent selective disclosure of previously undisclosed material information, the person or persons involved should immediately contact the Company Secretary. The Board will determine as soon as practicable whether there is a need (based on who received the unintentional selective disclosure and the probability of dissemination) to disclose the material information to NZX and ASX or otherwise, or to require that the party to whom the information was disclosed enter into a written confidentiality agreement.

6. Responsibilities of Employees

All employees are required to comply with this Policy and the Company's continuous disclosure obligations.

Where an employee suspects that information may be material, the employee must ensure that the information is promptly brought to the attention of the senior manager to whom he/she reports or the directors.

7. Reporting Obligations

Information to be reported

Subject to the exemptions set out in the NZX and ASX Listing Rules, the Company will notify NZX and ASX as soon as it becomes aware of any information that a reasonable person would expect to have a material effect on the price or value of the Company's securities and make all required securities exchange filings. The Company will not disclose any material information to the public or any other party without first releasing that information to NZX (through MAP) and ASX. Examples of material price-sensitive information include:

- an issue of equity securities or entry into an agreement to issue equity securities or over subscriptions or under subscriptions to an issue of equity securities;
- restructurings;
- major acquisitions or divestitures;
- changes in the Board or management;
- significant developments affecting the Company's business operations and/or products;
- a material change in the Company's financial forecast or expected results;
- giving or receiving a notice of intention to make a takeover;
- becoming a plaintiff or defendant in a material law suit;
- a recommendation or declaration of a dividend, or a recommendation or decision that a dividend will not be declared;
- entry into or termination of material agreements, including financing;
- events triggering material accelerations of, or increases in, financial obligations;
- a material change in accounting policy adopted by the Company;
- a rating applied by a rating agency to the Company or its securities, and any change in such a rating; and
- a significant change in market or regulatory conditions which is likely to have a material effect on the Company's results.

The above examples are indicative only, and are not exhaustive. Where the Company Secretary is unsure whether information is material, they should take a conservative view and report it to, or discuss it with, the Board. The Company's legal advisers should be consulted where the materiality of information or the obligation to disclose is unclear.

Confidential information

Certain material information does not need to be disclosed if it falls within the scope of the confidentiality exemption set out in NZX Listing Rule 3.1.2 and ASX Listing Rule 3.1A. To fall within the exemption, all of the following conditions must be satisfied:

- the information falls within one or more of the following categories:
 - it would be a breach of the law to disclose the information;
 - the information concerns an incomplete proposal or negotiation;



- the information comprises matters of supposition or is insufficiently definite to warrant disclosure;
- the information is generated for internal management purposes of the Company; or
- the information is a trade secret; and
- the information is confidential, its confidentiality has been maintained and ASX has not formed the view that the information has ceased to be confidential; and
- a reasonable person would not expect the information to be disclosed.

Once the Company Secretary determines that a matter is material, the Board will consider the confidentiality of the matter and bears the sole authority to determine whether a matter should not be disclosed on the basis of the confidentiality exemption.

The Company Secretary should disclose all material information to the Board and should not make a final assessment whether material information should not be disclosed on the basis of the confidentiality exemption. However, to assist the Board in making these decisions, the Company Secretary should provide details as to why they consider the information may be confidential.

The Company Secretary should take all necessary steps to ensure that all potentially confidential information remains confidential. For example, potentially confidential information should not be disclosed to external parties except on the basis of a written confidentiality undertaking.

The Company has also put in place a review process which includes verification testing of content and a review and sign-off by management prior to the Board formally approving the release of any public information.

Reporting obligations of the Company Secretary

The Company Secretary has the following reporting obligations in relation to information that potentially requires disclosure:

- promptly report all material information to the Board, either in writing or verbally;
- provide sufficient details of all information to allow the Board to form a view as to whether the information is material and to prepare the appropriate form of disclosure, if necessary; and
- state whether the Company Secretary considers that the information is confidential and the reasons for forming that view.

In addition, the Company Secretary should provide a formal report to the Board at the end of each month which either provides details of unreported material information regarding their area of responsibility or states that the Company Secretary is unaware of any unreported material information at that time.

Dealing with analysts

The Company must take care to ensure that it does not give analysts or other select groups of market participants any material price sensitive non-public information at any time, such as during analyst briefings, when responding to analysts' questions or when reviewing draft analyst research reports. The Company may clarify or correct any errors of interpretation that analysts make concerning already publicly available information, but only to the extent that the clarification or correction does not itself amount to giving the analyst material non-public information (such as correcting market expectations about profit forecasts). Any material non-

public information that may be inadvertently disclosed during dealings with analysts should be disclosed to NZX and ASX promptly and without delay.

All information to be given to analysts at a briefing, such as presentation slides, and any presentation material from public speeches to be given by Board members or members of management that relate to the Company or its business should also be given to the Company Secretary for release to NZX and ASX and posted on the Company's website. The information must always be released to NZX and ASX before it is presented.

Market speculation and rumours

In general, the Company does not respond to market speculation and rumours except where:

- the speculation or rumours indicate that the subject matter is no longer confidential and therefore the exception to disclosure set out in the NZX and ASX Listing Rules no longer applies;
- NZX or ASX formally requests disclosure by the Company on the matter (under NZX Listing Rule 3.28.1 or ASX Listing Rule 3.1B, respectively);
- disclosure is required to prevent the development of a false market (under NZX Listing Rule 3.2.1); or
- the Board considers that it is appropriate to make a disclosure in the circumstances.

Only authorised spokespersons may make statements on behalf of the Company in relation to market rumours or speculation. Any person within the Company should report market speculation or rumours to the Company Secretary immediately.

Trading halts

It may be necessary to request a trading halt from NZX and ASX to ensure that orderly trading in the Company's securities is maintained and to manage disclosure issues. The Company's Chief Executive Officer will make all decisions in relation to trading halts. No Company employee is authorised to seek a trading halt except with the approval of the Chief Executive Officer.

Website

All Company announcements will be posted on the Company's website promptly after they are released to NZX and ASX to ensure accessibility to the widest audience.

8. Compliance

Breaches of this Policy will be viewed seriously and may lead to disciplinary action being taken against the relevant employee. In serious cases, such action may include dismissal. Employees should report all breaches of this Policy by any person to the Company Secretary.

9. Review of the Policy

This Policy will be reviewed regularly by the Board having regard to the changing circumstances of the Company and any changes to this Policy will be notified to affected persons in writing.

Employees should communicate all comments and concerns about this Policy to the Company Secretary.



10. Questions

For questions about the operation of this Policy, please contact the Company Secretary.

11. Definitions

In this Policy, the following definitions apply:

"**ASX**" means ASX Limited or the Australian Securities Exchange as the context requires; "**NZX**" means NZX Limited;

"**shareholder**" includes holders of shares, options or other securities of the Company; and

"**senior manager**" means a person who is not a director but occupies a position that allows that person to exercise significant influence over the management or administration of the Company (including, for example, any member of the Senior Leadership Team).