



Risk Management Policy

Element 25 Limited (**Company**) recognises that risk is an integral and unavoidable component of our business and is characterised by both risk and opportunity. The effective management of risk enables us to enhance opportunities, reduce threats and in so doing represent a source of competitive advantage. We are committed to managing risk in a proactive manner that is integrated throughout the business and informs all decision making as part of our day to day management.

We achieve this by:

- the Risk Committee of the Board establishing our corporate risk profile and appetite, overseeing material business risks and ensuring that they are managed effectively;
- having a structured and comprehensive risk management system which establishes common risk management understanding, language and methodology;
- promoting and supporting an organisational culture that is committed to risk management through open communication and effective risk management leadership;
- ensuring that appropriate policies, procedures, controls and monitoring and reporting mechanisms have been adopted by the Company, its employees, contractors and suppliers;
- embedding risk management practices so that it is undertaken as a regular part of our everyday activities, not extracted and managed separately;
- ensuring compliance with all relevant legislation and regulations, including but not limited to OH&S, industrial relations, environmental and trade practices through appropriate risk audits; and
- building the Company's internal resilience to the effects of adverse impacts and capability to exploit opportunities.

Justin Brown
Managing Director

A handwritten signature in blue ink, appearing to be "JM", located below the name and title of Justin Brown.

Date: 17/03/2021