



RISK MANAGEMENT POLICY

Aligned with the United Nations 17 Sustainable Development Goals¹

BACKGROUND

Most countries have laws prohibiting bribery and corruption. However, many countries (including Australia) also have laws that prohibit bribery and corruption, no matter the jurisdiction in which it occurs. A breach of these laws can be a serious offence, which may result in fines in respect of the relevant company, or the imprisonment of its employees. The appearance of a breach of these laws can also have a serious reputational impact on the company in question.

As a result of the above and as a matter of good corporate practice, the Board of Directors (the **Board**) of Conjugate Energy Limited (the **Company**) has implemented this Anti-bribery and Corruption Policy (this **Policy**) which applies to all members of the Company Group.

Certain types of payments are dealt with under the Policy to ensure openness, transparency, and consistency in approach across the Company Group.

WHO IS COVERED IN THIS POLICY?

This Policy covers all Company Personnel and Associated Persons.

1. RISK MANAGEMENT POLICY

Conjugate Energy (the company) is committed to proactively managing risk across its business. The aim of risk management is to maximise opportunities and to minimise adversity. The Group's governance structure and processes are based on ensuring effective risk management which is essential for the achievement of its strategic objectives.

The Board retains the ultimate responsibility for risk management, and for determining the appropriate level of risk that the company is willing to accept. The role of the Board with respect to risk management encompasses both compliance and performance aspects. The Board has established an Audit and Risk Management Committee to assist in fulfilling these responsibilities.

It is the responsibility of all Group employees and regular contractors and consultants to manage risks to a level as low as reasonably practicable within their area of expertise.

The Group is committed to:

- A Board appointed Audit and Risk Management Committee which operates under a Board approved charter and oversees the effectiveness of the risk management system.
- Managing risk and maintaining an appropriate risk management system and register.
- Maintaining an understanding of risk levels within Board approved risk appetite to protect the operations, financial position and reputation of the Group.
- Maintaining risks levels within acceptable limits.
- Maintaining appropriate records of risk management processes and decisions.
- Ensuring a consistent approach monitoring, reviewing and reporting risk, including maintaining an organisation wide risk register.
- Ensuring accountabilities for risks, controls and risk treatment actions are fully defined and accepted.
- Communicating to relevant stakeholders on a regular basis on material risks.

Implementation of this Policy is the responsibility of the CEO.

This Policy will be reviewed annually by the Audit and Risk Management Committee.

2. APPENDIX



Version	Last periodic review	Last update	Approver
1.0	August 2022	August 2022	Board