Board Skills Matrix

1 Introduction

The Company and its board of directors (**Board**) is committed to ensuring that it adopts best practice in corporate governance. The Board has established a skills matrix (**Matrix**) in line with the ASX Corporate Governance Principles and Recommendations as a means of identifying the competencies and skills desired by the Board as a whole to fulfil its role in light of the Company's strategic direction, as well as reflect on any gaps in skills and competencies that may be created by the forthcoming retirement of a director or directors.

The Board will also review this Matrix at least annually to ensure it remains relevant to the operations of the Company.

2 Matrix

The Matrix below identifies the mix of competencies of the current Board.

Director	Corporate Governance	Leadership	Industry	Legal	Capital Management	Accounting / Financial Reporting	Risk Management	Innovation	Marketing
Bill Wavish	✔	✔			✔	✔	✔	✔	✔
Rob Neale	✔	✔	✔	✔	✔		✔		✔
Matt Torrance	✔	✔	✔		✔		✔	✔	
Mark Harrison	✔	✔	✔	✔	✔	✔	✔		