



# Risk Management Policy

## 1. INTRODUCTION

Peet recognises that risk is an inherent part of its business and that the identification and effective management of risks are driven by, and fundamentally support, Peet's strategic and operational objectives.

Peet has adopted an integrated approach to governance, risk and compliance and is committed to the maintenance and continuous improvement of the framework and processes, and to the development of a risk management and compliance culture throughout the organisation.

Peet's risk management processes are guided by the International Standard on Risk Management, ISO31000, and the ASX Corporate Governance Principles and Recommendations.

Peet recognises that it is obligated to achieve and deliver value for its various stakeholders through the sustainable and efficient operation of the company, sound reporting and risk management practices and exemplary compliance with the continuous disclosure regime. The mechanisms to achieve this include the risk management structures, the Audit and Risk Management Committee and the Peet Board's (the "Board") oversight of strategic and business objectives.

## 2. CONTEXT AND SCOPE

In this Policy "Peet" refers to Peet Limited, and its subsidiary companies, including Peet Funds Management Limited, syndicates and other managed entities.

This policy applies to persons employed or engaged by Peet or any of its business units and subsidiaries.

## 3. RISK OVERSIGHT

The Board is responsible for approving and reviewing the Risk Management Policy.

The active identification of risks and implementation of mitigation measures is the responsibility of Peet management.

To assist the Board in discharging its responsibility in relation to risk management, the Board has delegated certain activities to the Audit & Risk Management Committee.

The responsibilities of this Committee are contained in the Committee's charter, which is available on Peet's website.

The Board has also delegated authority to the Risk Management Operating Committee ("RMOC") to oversee the operation of, and report on, certain risk management policies and procedures. The Senior Executives are operationally responsible for their own Business Units. However, coordination of day-to-day risk management matters, as part of Peet's overall corporate governance, is the responsibility of the Group Company Secretary.

A diagram summarising Peet's risk management reporting framework is included as Annexure A.

#### **4. RISK MANAGEMENT RELATED POLICIES**

Peet maintains a comprehensive set of policies and procedures which form an integral part of its risk management framework, including policies and procedures, which cover:

- Financial approval limits;
- Delegated approval authorities;
- Continuous disclosure and external communications;
- Conflicts of interest;
- Risk referral and incident reporting;
- Interest rate exposure management;
- Workplace health and safety;
- IT disaster recovery;
- Major incident response;
- Code of Conduct and Ethics; and
- Securities trading by employees.

#### **5. MONITORING & MEASUREMENT**

Controls are implemented to mitigate risks across the Group's operation.

The RMOC meet regularly and monitor reports from Business Units.

#### **6. POLICY REVIEW**

The Audit & Risk Management Committee will review this policy as required, and at least annually.

**BRENDAN GORE  
MANAGING DIRECTOR AND CEO  
PEET LIMITED**