

1. Purpose & Scope

- 1.1 This Compliance Policy (**Policy**) defines the commitments and strategy for effective management of compliance with regulatory requirements which apply to IMDEX business activity.
- 1.2 This Policy applies to IMDEX Limited and its subsidiaries (**IMDEX**).

2. Document Control

| Version | Changes | Date | Approval |
|---------|------------------|-----------|----------------|
| 1.0 | Initial release. | July 2019 | Sarah Standish |
| 2.0 | Routine update. | June 2023 | Michael Tomasz |

3. Intent

- 3.1 IMDEX is committed to ensuring that all operations and business activity are conducted in accordance with all internal compliance obligations and applicable regulatory requirements.
- 3.2 Our compliance framework enables management to demonstrate an organisation-wide commitment to achieving compliance in our day-to-day operations. It drives an expectation that managing compliance is a fundamental part of the way we do business and that a successful compliance culture requires continuous improvement through ongoing review and challenge.
- 3.3 We understand that our ability to demonstrate compliance contributes to the achievement of business objectives and protects against significant legal, financial, safety and reputational risks.

4. Commitment

- 4.1 Accordingly, we commit to:
 - 4.1.1 Regulatory compliance being an integral part of decision making;
 - 4.1.2 Compliance controls being embedded within normal business operations;
 - 4.1.3 Compliance risk being treated on a proactive basis with emphasis on prevention rather than reactive responses;
 - 4.1.4 Actively participating in the management and resolution of compliance issues; and
 - 4.1.5 Demonstrating behaviour that fosters continuous improvement in our compliance culture.

5. Strategy

- 5.1 IMDEX's compliance framework has the following elements:
 - 5.1.1 Governance arrangements including the Audit, Risk and Compliance Committee;
 - 5.1.2 Compliance policies and processes addressing organisation-wide risks; and
 - 5.1.3 A compliance program that focuses on continuous improvement in awareness, skills and competencies; processes and culture.