

## DACIAN GOLD LIMITED - CORPORATE GOVERNANCE STATEMENT 2020

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The Board is responsible for the overall corporate governance of the Company, including the establishing and monitoring of key performance goals. It is committed to attaining standards of corporate governance that are commensurate with the Company's needs. In this regard, the Board has created a framework for managing the Company, including internal controls and a business risk management process. This framework is reflected, in part, in the policies and charters described below.

The Board has adopted, and endorses *The ASX Corporate Governance Council Principles and Recommendations (3<sup>rd</sup> Edition)* as amended from time to time (**ASX Recommendations**) and has adopted the ASX Recommendations that are considered appropriate for the Company given its size and the scope of its activities. Details of the Company's compliance with the ASX Recommendations are set out below.

In light of the Company's current stage of development, the Board considers that its current composition is appropriate. As the Company's activities change in nature and scope, the size of the Board and the implementation of additional corporate governance policies and structures will be reviewed and may change.

The 2020 Corporate Governance Statement was adopted by the Board on 29 September 2020.

The Company's corporate governance policies and practices as at the date of this Report are outlined below and are available on the Company's website ([www.daciangold.com.au](http://www.daciangold.com.au)).

### **Board Charter**

The Board guides and monitors the business and management of the Company. Under its Charter, the Board is responsible for, amongst other things:

1. corporate governance and the strategic direction of the Company;
2. protecting and enhancing Shareholder value;
3. supervising the Company's framework of control and accountability systems;
4. reviewing performance and responsibilities within the Company to ensure division of functions are appropriate to the Company's needs and that the Company is properly managed;
5. monitoring and managing the financial performance of the Company;
6. approving the annual budget and statutory reports;
7. developing and implementing the Company's policies and procedures and assessing their adequacy;
8. monitoring and ensuring compliance with the Company's continuous disclosure obligations;
9. convening and attending general meetings of Shareholders; and
10. assessing and approving all transactions which would impact on Shareholder value and, where relevant, make recommendations to shareholders.

The Company is committed to the circulation of relevant materials to Directors in a timely manner to facilitate Directors' participation in the Board discussions on a fully informed basis.

### **Audit Committee Charter**

The Board has adopted an Audit Committee Charter which outlines the composition of the committee, its purpose, its responsibilities and requirements of its meetings. In summary the Audit Committee is responsible for ensuring the integrity of the Company's financial statements, the effectiveness of financial reporting and liaison with the Company's auditor.

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### Remuneration Committee Charter

The Board has adopted a Remuneration Committee Charter which outlines the composition of the committee, its role, its responsibilities, its authority, and requirements of its meetings. In summary, the Remuneration Committee is responsible for preparing and reviewing the Company's strategy with regard to remunerating, recruiting, incentivising, retaining and, where appropriate, terminating the Company's executives, Non-Executive Directors and employees.

### Nomination Committee Charter

The Board has adopted a Nomination Committee Charter which outlines the composition of the committee, its role, its responsibilities, its authority, and requirements of its meetings. In summary, the Nomination Committee is responsible for ensuring that the Board, and its various Committees, are comprised of the required skills, experience and competencies, to induct and educate new Directors, and the evaluation of the performance of the Board and its Committees.

### Code of Conduct for Directors, Senior Executives and Employees

The Board has adopted a Code of Conduct for Directors, senior executives and employees to promote ethical and responsible decision making and execution of their roles and responsibilities. The code is based on a code of conduct prepared by the Australian Institute of Company Directors.

### Continuous Disclosure Policy

The Company is, subject to the exceptions contained in the Listing Rules, required to disclose to ASX any information concerning the Company which is not generally available and which a reasonable person would expect to have a material impact on the price or value of Shares.

The Company is committed to observing its disclosure obligations under the Corporations Act and the Listing Rules. The policy encourages a culture of openness which is conducive to fulfilment of the Company's disclosure obligations and creates clear lines of communication and authority with regard to the dissemination of information and continuous disclosure issues. In accordance with this policy, all information provided to ASX is made available on the Company's website ([www.daciangold.com.au](http://www.daciangold.com.au))

### Share Trading Policy

The Company has adopted a Share Trading Policy to maintain investor confidence in the integrity of Company's internal controls and procedures, and to provide guidance on avoiding any breach of insider trading laws.

Under the policy, all employees and Directors are prohibited from trading in the Company's securities, except during a 10 day trading window that opens 24 hours after the Company makes a public announcement on ASX, including, but not limited to, after a general meeting, and on disclosure of half year, full year and quarterly results.

An employee or Director who is in possession of price sensitive information which is not generally available to the market must not deal in the Company's securities at any time, or if the Chairman directs, even if a trading window is open.

In addition, a Director who wishes to trade in the Company's securities must first obtain the consent of the Chairman.

### Directors' Disclosure Obligations

This policy provides that, in addition to Corporations Act disclosures, any change in a Director's direct or indirect interest in Company securities must be disclosed to the Company so that appropriate disclosure can be made by the Company to ASX in accordance with the Listing Rules.

### Shareholder Communications Policy

This policy details how the Company is committed to keeping Shareholders apprised of the Company's activities, including by providing regular communications that are balanced and understandable, ensuring information is easily accessible, and facilitating Shareholder participation in the Company's general meetings.

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### Risk Management Policy

The Chief Executive Officer is primarily responsible for administering this policy, which sets out the way in which various types of risk are to be managed, including by reviews of internal controls, financial reporting, operational activities, investment proposals, environmental and safety risks and continuous improvement.

### Environment Policy

The Company recognises that it has a fundamental requirement to conduct its proposed activities in an environmentally responsible manner. Under this policy, the Company will develop an environmental management system to ensure legislative compliance, high levels of employee awareness, stakeholder participation when developing project systems, best practice performance by contractors and continual improvement in respect of environmental protection issues and hazard minimisation.

### Diversity policy

The Board has adopted a diversity policy which provides a framework for the Company to achieve, amongst other things, a diverse and skilled board and workforce, a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff, and a work environment that values and utilises the contributions of all employees, irrespective of gender, culture, disability, age or religion.

The Company employs new employees and promotes current employees on the basis of performance, ability and attitude. The Board is continually reviewing its practices with a focus on ensuring that the selection process at all levels within the organisation is formal and transparent and that the workplace environment is open, fair and tolerant.

The Company, in keeping with the recommendations of the Corporate Governance Council provides the following information regarding the proportion of gender diversity in the organisation as at 30 June 2020:

	Proportion of female / total number of persons employed
Females employed in the Company as a whole	29/141
Females employed in the Company in senior executive positions*	0/2
Females appointed as a Director of the Company	0/4

\*The Board considers that other than the Managing Director, the Company has only two senior Executives, being the Chief Financial Officer and the Chief Operating Officer.

The Company is a “relevant employer” for the purposes of the Workplace Gender Equality Act. Our recent Workplace Gender Equality Agency Report for 2020 which includes the “Gender Equality Indicators” is available on the Company’s website <https://www.daciangold.com.au/site/sustainability/governance>

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The recommendations of the Corporate Governance Council relating to reporting, require a Board to set measurable objectives for achieving diversity within the organisation and to report against them on an annual basis. The Company has implemented measurable objectives as follows:

Measurable Objective	Objective Satisfied	Comment
Adoption and promotion of a Formal Diversity Policy	Yes	The Company has adopted a formal diversity policy which has been made publicly available via the ASX and the Company's website.
To ensure Company policies are consistent with and aligned with the goals of the Diversity Policy	Yes	The Company's selection, remuneration and promotion practices are merit based and as such are consistent with the goals of the Company's Diversity Policy.
To provide flexible work and salary arrangements to accommodate family commitments, study and self-improvement goals, cultural traditions and other personal choices of current and potential employees.	Yes	The Company will, where considered reasonable and where compatible with the Company's operations, accommodate requests for flexible working arrangements.
To implement clear and transparent policies governing reward and recognition practices.	Yes	The Company grants reward and promotion based on merit and responsibility as part of its annual and ongoing review processes.
To provide relevant and challenging professional development and training opportunities for all employees.	Yes	The Company seeks to continually encourage self-improvement in all employees, irrespective of seniority, ability or experience, through external and internal training courses, regular staff meetings and relevant on job mentoring.

The Company has not at this time implemented specific measurable objectives regarding the proportion of females to be employed within the organisation or implement requirements for a proportion of female candidates for employment and Board positions. The Board considers that the setting of quantitative gender based measurable targets is not necessarily consistent with the merit and ability based policies currently implemented by the Company.

The Board will consider the future implementation of gender based diversity measurable objectives when more appropriate to the size and nature of the Company's operations.

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### Compliance with ASX Recommendations

The Company's compliance with, and departures from, the ASX Recommendations as at the date of the Report are set out below:

ASX RECOMMENDATION	COMPANY'S COMMENT
<b>1. Lay solid foundations for management and oversight</b>	
<p>1.1. A listed entity should disclose:</p> <p>(a) The respective roles and responsibilities of its board and management; and</p> <p>(b) Those matters expressly reserved to the board and those delegated to management.</p>	<p>The Board assumes ultimate responsibility for providing leadership and setting the strategic objectives of the Company. The Board Charter, which is available on the Company's website <a href="http://www.daciangold.com.au">www.daciangold.com.au</a>, provides details on the board's specific responsibilities.</p> <p>Management of the Company's activities is delegated by the Board to the CEO, Mr Leigh Junk. Mr Junk commenced as Managing Director and CEO on 6 January 2020. Prior to that date, Mr Rohan Williams was the CEO. The CEO is assisted by the Company Secretary and other senior executives in managing and reporting on corporate and operational matters.</p>
<p>1.2. A listed entity should:</p> <p>(a) Undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a Director; and</p> <p>(b) Provide security holders with all material relevant information in its possession relevant to a decision on whether or not to elect or re-elect a Director.</p>	<p>As part of the process for the identification of suitable future candidates for appointment as a Director of the Company, the Board will take into consideration the person's character, experience, education, criminal record and bankruptcy history.</p> <p>Candidate details, as recommended by the ASX Corporate Governance Principles and Recommendations, are included in the relevant notice of meeting at which the Company seeks approval from security holders for the election or re-election of an individual as a Director of the Company.</p> <p>During the 2020 financial year Mr Leigh Junk was appointed by the Company as Managing Director and CEO.</p> <p>The 2020 Annual General Meeting notice will contain relevant details of any Director subject to election by shareholders. Mr Barry Paterson has advised the Company that he will retire from the Board at the 2020 AGM.</p>
<p>1.3. A listed entity should have a written agreement with each Director and senior executive setting out the terms of their appointment.</p>	<p>Executive Directors and other senior executives of the Company are engaged subject to the terms of written service contracts, key details of which are published in the Company's Annual Report.</p> <p>Non-Executive Directors are required to enter into written agreements for the provision of their services.</p> <p>The respective executive and Non-Executive Director agreements set out the terms of their respective appointments, including but not limited to, duties and responsibilities, remuneration (and where appropriate, any termination provisions) and indemnity and insurance arrangements.</p>
<p>1.4. The Company Secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.</p>	<p>The Company Secretary attends all board and shareholder meetings, and provides advice as required on governance matters.</p>

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	<p>In addition, each individual Director is able to communicate directly with the Company Secretary, or vice versa, as required.</p>
<p>1.5. A listed entity should:</p> <ul style="list-style-type: none"> <li>(a) Have a diversity policy which includes requirements for the board or a relevant committee of the board to set measurable objectives for achieving gender diversity and to assess annually both the objectives and the entity's progress in achieving them;</li> <li>(b) Disclose that policy or a summary of it; and</li> <li>(c) Disclose at the end of each reporting period the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with the entity's diversity policy and its progress towards achieving them, and either: <ul style="list-style-type: none"> <li>(1) The respective proportions of men and women on the board, in senior executive positions and across the whole organisation; or</li> <li>(2) If the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.</li> </ul> </li> </ul>	<p>The Company has adopted a diversity policy which is available on the Company's website <a href="http://www.daciangold.com.au">www.daciangold.com.au</a>.</p> <p>A brief summary of the policy and its aims are disclosed in this corporate governance statement.</p> <p>The measurable objectives adopted by the Board are disclosed in this corporate governance statement.</p> <p>The measurable objectives, which seek to allow and promote diversity by ensuring that the Company's selection, remuneration and promotion practices are merit based, do not at this stage include any specific numerical targets for gender, or any other, diversity measures.</p> <p>This corporate governance statement includes disclosure regarding gender diversity within the Company as at 30 June 2020.</p> <p>The Company is a "relevant employer" for the purposes of the Workplace Gender Equality Act.</p>
<p>1.6. A listed entity should:</p> <ul style="list-style-type: none"> <li>(a) Have and disclose a process for periodically evaluating the performance of the board, its committees and individual Directors; and</li> <li>(b) Disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</li> </ul>	<p>The Company has a formal process for the evaluation of the performance of the Board and as such, does comply with Recommendation 1.6 of the Corporate Governance Council.</p> <p>The Board undertakes an annual formal review of its performance. The process includes the completion of individual questionnaires focussed on Board processes, effectiveness and structure as well as the effectiveness and contribution made by each Director. The responses are collated and discussed with a view to considering recommendations for improvement.</p> <p>A formal performance evaluation has not been undertaken during the year ended 30 June 2020.</p>
<p>1.7. A listed entity should:</p> <ul style="list-style-type: none"> <li>(a) Have and disclose a process for periodically evaluating the performance of its senior executives; and</li> <li>(b) Disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</li> </ul>	<p>The Company has complied with Recommendation 1.7 of the Corporate Governance Council.</p> <p>The Managing Director/CEO currently conducts annual performance appraisal meetings with senior executives incorporating a formal appraisal form and review of each individual's performance and contribution during the year. The Managing Director/CEO performance is assessed by the independent non-executive Directors through the Remuneration Committee. Mr Junk commenced as Managing Director in January 2020.</p> <p>A formal performance evaluation has not been undertaken during the year ended 30 June 2020.</p>

ASX RECOMMENDATION	COMPANY'S COMMENT
<b>2. Structure the board to add value</b>	
<p>2.1. The board of a listed entity should:</p> <p>(a) Have a nomination committee which:</p> <p>(1) Has at least three members, a majority of whom are independent Directors; and</p> <p>(2) Is chaired by an independent Director; and disclose;</p> <p>(3) The charter of the committee;</p> <p>(4) The members of the committee; and</p> <p>(5) As at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) If it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.</p>	<p>The Company did have a separate nomination committee for the whole of the 2019 financial year, and as such does comply with Recommendation 2.1.</p> <p>The Company has adopted a formal Nomination Committee Charter which is available on the Company's website <a href="http://www.daciangold.com.au">www.daciangold.com.au</a>.</p> <p>The Nomination Committee comprises the Company's three independent non-executive Directors.</p> <p>Mr Patterson has been appointed as the Chair of the Nomination Committee.</p> <p>The Nomination Committee did not formally meet during the 2020 financial year. The full Board of the Company met to consider and appoint Mr Junk as Managing Director/CEO</p>
<p>2.2. A listed entity should have and disclose a board skills matrix setting out the mix of skills and diversity that the board currently has or is looking to achieve in its membership.</p>	<p>The Company has developed a board skills matrix and as such complies with Recommendation 2.2.</p> <p>Skill sets currently included on the Company's Board include technical, financial, managerial, legal, corporate and commercial.</p> <p>Key specific skill sets identified include:</p> <ul style="list-style-type: none"> <li>• Mining and exploration geology</li> <li>• Mine engineering</li> <li>• Accounting, treasury and corporate finance</li> <li>• Gold industry knowledge</li> <li>• Business strategy and planning</li> <li>• Risk management</li> <li>• Mergers and acquisitions</li> <li>• Project studies and construction</li> <li>• Legal</li> <li>• Management of public listed companies</li> </ul> <p>Details of the respective Directors' relevant experience and qualifications is included in the Annual Report.</p> <p>The Nomination Committee and the Board will consider the skill, knowledge, experience and independence of the Company's Directors in response to any actual or proposed changes in the Company's activities or operations.</p>
<p>2.3. A listed entity should disclose:</p> <p>(a) The names of the Directors considered by the board to be independent Directors;</p> <p>(b) If a Director has an interest, position, association or relationship that may cause doubts about the independence of a Director, but the board is of the opinion</p>	<p>The Board considers its Non-Executive Directors, Mr Barry Patterson, Mr Robert Reynolds and Mr Ian Cochrane to be independent Directors.</p> <p>The Board does not consider that Mr Patterson, Mr Reynolds or Mr Cochrane are party to any interests, positions, associations or relationships that would compromise their status as independent Directors.</p>



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<p>that it does not compromise the independence of the Director, the nature of the interest, position, association or relationship in question and an explanation of why the board is of that opinion; and</p> <p>(c) The length of service of each Director.</p>	<p>The current Directors of the Company commenced office on the following dates:</p> <p>Mr Leigh Junk – 6 January 2020</p> <p>Mr Barry Patterson – 9 January 2012</p> <p>Mr Robert Reynolds – 26 October 2012</p> <p>Mr Ian Cochrane – 26 February 2016</p>
<p>2.4. A majority of the board of a listed entity should be independent Directors.</p>	<p>The Company confirms that a majority of its Board is comprised of independent Directors.</p>
<p>2.5. The Chair of the board of a listed entity should be an independent Director and, in particular, should not be the same person as the CEO of the entity.</p>	<p>The Chair of the Company, Mr Ian Cochrane was appointed as Chair on 6 January 2020 and is considered to be independent. Prior to that date, Mr Rohan Williams was Executive Chairman and was not considered independent due to his executive status as CEO of the Company.</p> <p>As such the Company did not comply with Recommendation 2.5 for the full year. From January 2020 the Company was in compliance with this recommendation.</p>
<p>2.6. A listed entity should have a program for inducting new Directors and provide appropriate professional development opportunities for Directors to develop and maintain the skills and knowledge needed to perform their role as Directors effectively.</p>	<p>Familiarity with the entity's operations by the Directors is encouraged and facilitated by regular board meetings, and through direct contact with the Company Secretary and senior staff members.</p> <p>The Company will provide resources to Directors to enable them to improve on their skills and knowledge base to enable them to carry out their duties as Directors effectively.</p>
<p><b>3. Act ethically and responsibly</b></p>	
<p>3.1. A listed entity should:</p> <p>(a) Have a code of conduct for its Directors, senior executives and employees; and</p> <p>(b) Disclose that code or a summary of it.</p>	<p>The Company has adopted a Code of Conduct that applies to all Directors, executives and employees.</p> <p>A copy of the code is available on the Company's website <a href="http://www.daciangold.com.au">www.daciangold.com.au</a>.</p>
<p><b>4. Safeguard integrity in corporate reporting</b></p>	
<p>4.1. The board of a listed entity should:</p> <p>(a) Have an audit committee which:</p> <ol style="list-style-type: none"> <li>(1) Has at least three members, all of whom are non-executive Directors and a majority of whom are independent Directors; and</li> <li>(2) Is chaired by an independent Director, who is not the chair of the board; and disclose;</li> <li>(3) The charter of the committee;</li> <li>(4) The relevant qualifications and experience of the members of the committee; and</li> <li>(5) As at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</li> </ol> <p>(b) If it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate</p>	<p>The Company did have a separate audit committee for the whole of the 2020 financial year, and as such does comply with Recommendation 4.1.</p> <p>The Company has adopted a formal Audit Committee Charter which is available on the Company's website <a href="http://www.daciangold.com.au">www.daciangold.com.au</a>.</p> <p>The Audit Committee comprises the Company's three independent Non-Executive Directors.</p> <p>Mr Reynolds, who is a qualified and experienced Chartered Accountant has been appointed as the Chair of the Audit Committee. In addition, Mr Patterson and Mr Cochrane have extensive experience as Directors of publicly listed companies.</p> <p>The Audit Committee formally met twice during the 2020 financial year.</p>



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<p>reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>	
<p>4.2. The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial statements of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.</p>	<p>The Board requires that the CEO and CFO provide a declaration that satisfies the requirements of section 295A of the Corporations Act and that confirms that their opinion has been formed on the basis that a sound system of risk management and internal control is operating effectively, prior to approving the annual and half yearly financial statements, and quarterly cash flow reports.</p>
<p>4.3. A listed entity that has an AGM should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.</p>	<p>The Company ensures that the engagement audit partner, or their representative, attends the AGM.</p> <p>The Company will make arrangements to enable security holders to ask questions relevant to the audit at, or ahead of, its AGM.</p>
<p><b>5. Make timely and balanced disclosure</b></p>	
<p>5.1. A listed entity should:</p> <p>(a) Have a written policy for complying with its continual disclosure obligations under the Listing Rules; and</p> <p>(b) Disclose that policy or a summary of it.</p>	<p>The Company has adopted a formal Continuous Disclosure Policy which is available on the Company's website <a href="http://www.daciangold.com.au">www.daciangold.com.au</a>.</p>
<p><b>6. Respect the rights of security holders</b></p>	
<p>6.1. A listed entity should provide information about itself and its governance to investors via its website.</p>	<p>Information regarding the Company's management, corporate governance, projects and other information relevant to investors and prospective investors is updated regularly on its website <a href="http://www.daciangold.com.au">www.daciangold.com.au</a>.</p>
<p>6.2. A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.</p>	<p>The Company has adopted a formal shareholder communication policy and strategy, and seeks to inform investors of developments regularly by communicating through ASX announcements and by providing information on its website.</p> <p>Investors are encouraged to attend the Company's security holder meetings, and are able to contact management by email <a href="mailto:info@daciangold.com.au">info@daciangold.com.au</a> or by phone (08) 6323 9000.</p>
<p>6.3. A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.</p>	<p>The Company has adopted a formal shareholder communication policy regarding participation at its security holder meetings.</p> <p>The Company does provide meeting documents in a timely manner and seeks to hold meetings that may be attended by security holders in convenient locations and at times considered to be reasonable. Security holders attending such meetings are encouraged to attend and participate, both during and after the formal notified business.</p>

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<p>6.4. A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.</p>	<p>All security holders are encouraged to provide the Company's share registry with email addresses to enable electronic communication, in addition provision is made, where possible, for security holders to be able to vote on AGM and general meeting matters electronically.</p> <p>The Company has implemented a newsletter service whereby investors may subscribe via the Company's website <a href="http://www.daciangold.com.au">www.daciangold.com.au</a> to receive relevant Company updates by email.</p> <p>Security holders may contact the Company electronically by email <a href="mailto:info@daciangold.com.au">info@daciangold.com.au</a>.</p>
<b>7. Recognise and manage risk</b>	
<p>7.1. The board of a listed entity should:</p> <p>(a) Have a committee or committees to oversee risk, each of which:</p> <p>(1) Has at least three members, a majority of whom are independent Directors; and</p> <p>(2) Is chaired by an independent Director; and disclose;</p> <p>(3) The charter of the committee;</p> <p>(4) The members of the committee; and</p> <p>(5) As at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) If it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.</p>	<p>The Company has not established a formal committee for the overseeing of risk and has not adopted a committee charter, therefore does not comply with Recommendation 7.1. Risk is managed at the Board level with all members included in the process.</p> <p>Day to day risk management is delegated to the Managing Director/CEO, who is supported in monitoring and managing risks by the Company Secretary and senior employees.</p> <p>The Company's Risk Management Policy, which sets out a framework for a system of risk management and internal compliance and control, is available on the Company's website <a href="http://www.daciangold.com.au">www.daciangold.com.au</a>.</p> <p>The Company seeks to ensure that risks relating to exploration and mining activities are monitored and mitigated with reference to generally accepted industry practice and by adherence to laws and recommendations provided by regulatory bodies.</p> <p>Potential and actual material risks identified are reported on, and considered by Directors, at each board meeting.</p> <p>The Company considers that a formal risk committee is not essential at this stage and the duties can be effectively carried out by the Board, with the assistance of senior management.</p>
<p>7.2. The board or a committee of the board should:</p> <p>(a) Review the entity's risk management framework at least annually to satisfy itself that it continues to be sound; and</p> <p>(b) Disclose, in relation to each reporting period, whether such a review has taken place.</p>	<p>The Board and senior management review and identify risks to the Company and its assets on an ongoing basis. Any new risks identified, or material changes to existing risks are reported on at subsequent board meetings.</p> <p>The Company has not undertaken a formal review of the entity's risk management framework at board level, therefore does not comply with Recommendation 7.2.</p>
<p>7.3. A listed entity should disclose:</p> <p>(a) If it has an internal audit function, how the function is structured and what role it performs; or</p> <p>(b) If it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its risk management and internal control processes.</p>	<p>The Company does not have an internal audit function.</p> <p>The Board does not consider that the Company's operations are of a size or complexity to require a dedicated internal audit function and that processes and inherent risks are sufficiently transparent as to be identified by board members.</p> <p>Board members have direct access to management and employees to request any information regarding the Company's internal control processes.</p>

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<p>7.4. A listed entity should disclose whether it has any material exposure to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.</p>	<p>The Company is subject to a number of economic, environmental and occupational health and safety risks, typical of those associated with a publicly listed entity engaged in the mineral exploration industry. The Company is not aware of any material social sustainability risks in the local communities in which it operates.</p> <p>All business risks are managed by the CEO with the support of employees and consultants where appropriate.</p> <p>Potential and actual material risks identified are reported on, and considered by directors, at each board meeting.</p>
<b>8. Remunerate fairly and responsibly</b>	
<p>8.1. The Board of a listed entity should:</p> <p>(a) Have a remuneration committee which:</p> <ol style="list-style-type: none"> <li>(1) Has at least three members, a majority of whom are independent Directors; and</li> <li>(2) Is chaired by an independent Director; and disclose;</li> <li>(3) The charter of the committee;</li> <li>(4) The members of the committee; and</li> <li>(5) As at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</li> </ol> <p>(b) If it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for Directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p>	<p>The Company did have a separate remuneration committee for the whole of the 2020 financial year, and as such does comply with Recommendation 8.1.</p> <p>The Company has adopted a formal Remuneration Committee Charter which is available on the Company's website <a href="http://www.daciangold.com.au">www.daciangold.com.au</a>.</p> <p>The Remuneration Committee ensures that no individual Director or senior executive is involved in deciding their own remuneration.</p> <p>The Company's annual remuneration report, which is published in the annual report, provides comment on the relationship between remuneration and performance and how it is aligned to the creation of value for security holders.</p> <p>The Remuneration Committee comprises the Company's three independent non-executive Directors.</p> <p>With the appointment of Mr Ian Cochrane as Chairman of the Company in January 2020, Mr Robert Reynolds has assumed the role as the Chair of the Remuneration Committee.</p> <p>The remuneration committee formally met twice during the 2020 financial year.</p>
<p>8.2. A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive Directors and the remuneration of executive Directors and other senior executives.</p>	<p>The Company's annual remuneration report, which is published in the annual report, provides information regarding the remuneration of executive Director and other senior executives, and Non-Executive Directors.</p> <p>The Company's annual reports are available for review on <a href="http://www.daciangold.com.au">www.daciangold.com.au</a>.</p>
<p>8.3. A listed entity which has an equity-based remuneration scheme should:</p> <p>(a) Have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and</p> <p>(b) Disclose that policy or a summary of it.</p>	<p>The Company's policy for trading in its securities by Directors, senior executives and employees is available on <a href="http://www.daciangold.com.au">www.daciangold.com.au</a>.</p> <p>The policy does not include a specific prohibition in entering into transactions which limit the economic risk of participating in the scheme, where the remuneration is unvested, or vested but remains subject to a holding lock.</p> <p>A prohibition into entering into such arrangements is provided for in the Corporations Act.</p>