



CORPORATE GOVERNANCE STATEMENT

Silex Systems Limited (the Company) and the Board are committed to achieving and demonstrating the highest standards of corporate governance. The Company has reviewed its corporate governance practices against the Corporate Governance Principles and Recommendations (3rd Edition) published by the ASX Corporate Governance Council.

A description of the Company's main corporate governance practices is set out below. The 2015 Corporate Governance Statement is dated as at 30 June 2015 and reflects the corporate governance practices in place throughout the 2015 financial year. This Corporate Governance Statement was approved by the Board on 22 September 2015.

Silex's Corporate Governance Statement can be found in the Corporate Governance section of the Company's website (www.silex.com.au/about/corporate-governance), along with the ASX Appendix 4G, a checklist cross-referencing the ASX Principles and Recommendations to disclosures in this statement, the 2015 Annual Report and the Company's website. The Corporate Governance Statement, together with the Appendix 4G, were lodged with the ASX on 9 October 2015.

Principle 1: Lay solid foundations for management and oversight

The Directors are responsible to shareholders for the performance of the Company in both the short and the longer term and seek to balance sometimes competing objectives in the best interests of the Company as a whole. Their focus is to enhance the interests of shareholders and other key stakeholders and to ensure the Company is properly managed.

Day to day management of the Company's affairs and the implementation of the corporate strategy and policy initiatives are formally delegated by the Board to the CEO/MD and senior executives.

The Board of Directors is accountable to shareholders for the performance of the Company and is responsible for the corporate governance practices of the Company.

The Board's principal objective is to maintain and increase shareholder value while ensuring that the Company's overall activities are properly managed. The Board operates under a Charter and Code of Conduct which establishes guidelines for its conduct. The purpose of the Code is to ensure that Directors act honestly, legally, responsibly and ethically and at all times in the best interests of the Company.

Silex's corporate governance practices provide the structure which enables the Board's principle objective to be achieved, whilst ensuring that the business and affairs of the Company are conducted ethically and in accordance with the law.

The Board's overall responsibilities include:

- Providing strategic direction and approving corporate strategies;
- Appointing and removing CEOs;
- Reviewing and approving business plans, annual budgets and financial plans;
- Monitoring management and financial performance and reporting;



- Monitoring and ensuring the maintenance of adequate risk management controls and reporting mechanisms; and
- Ensuring the business is conducted ethically and transparently.

The Board delegates responsibility for day-to-day management of the business to the CEO/MD and senior executives as set out in the Company's delegations policy. These delegations are reviewed on an annual basis. The CEO/MD also oversees the implementation of strategies approved by the Board. The Board uses committees to support it in matters that require more intensive review and involvement. Details of the Board Committees are provided below.

As part of its commitment to good corporate governance, the Board undertakes regular reviews of the practices and standards governing the Board's composition, independence and effectiveness, the accountability and compensation of Directors and the Board's responsibility for the stewardship of the Company.

When it is necessary to appoint a new Director to fill a vacancy on the Board or to complement the existing Board, a wide and diverse potential base of possible candidates is considered from a number of channels and, if required, external recruitment consultants are engaged. The Board assesses the qualifications of the proposed new Director against a range of criteria including experience, background, professional qualifications and skills, personal qualities, the potential for the candidate's skills to enhance and complement the existing Board, and the candidate's availability to commit to the Board's activities. A thorough reference checking process is then undertaken. Should the Board's criteria be met by the candidate, the Board appoints the candidate as a Director. The newly appointed Director must retire at the next Annual General Meeting (AGM) and will be eligible for election by shareholders at that AGM.

The Chair undertakes an annual assessment of the performance of the CEO/MD, senior executives and the non-executive directors and meets privately with each director to discuss this assessment. The CEO/MD meets annually with senior management to discuss their performance. Feedback is also sought from other Directors.

The Company Secretary reports directly to the Board through the Chair, and all Directors have access to the Company Secretary. The Company Secretary's role is in respect to matters concerning the proper functioning of the Board, coordination of Board business, matters of governance, monitoring adherence to Board policies and procedures, the engagement of independent professional advisers at the request of the Board, and assisting with the induction and professional development of new Directors.

Diversity

The Company values diversity and recognises the benefits arising from the recruitment, development and retention of a talented, diverse and motivated workforce.

Diversity within the Company means all things that make individuals different to one another. Silex embraces all employee differences including but not limited to gender, ethnicity, religion, culture, language, disability and age. It involves a commitment to equality and treating one another with respect.



Accordingly, the Company has developed a Diversity Policy, a copy of which can be found on the Company's website. This policy outlines the Company's position on all forms of diversity. Responsibility for review of matters contained within the Diversity Policy rests with the Board as a whole and is reflected accordingly in its Charter. This includes requirements for the Board to establish measurable objectives for achieving diversity, and for the Board to assess annually both the objectives and the Company's progress in achieving them.

In accordance with the Diversity Policy and ASX Corporate Governance Principles, the Board has established the following objectives in relation to gender diversity. The aim was to achieve these objectives over the coming 2 to 3 years as Director, senior executive and management positions become vacant and appropriately skilled candidates are available. Senior executive and management positions comprise C-level incumbents and their direct reports who hold senior management positions.

	Objective FY 2015%	Actual FY 2015%*
Number of women employees in the whole organisation	20.00%	12.50%
Number of women in senior executive and management positions	20.00%	12.50%
Number of women on the Board	25.00%	25.00%

*The above actual figures are based on a report prepared on 30 June 2015. Given the significant recent restructures within the Company, the above listed objectives are currently under review. It is anticipated that new objectives will be set that align with the revised structure of the Company.

Responsibility for diversity has also been included in the Board Charter and the People & Remuneration Committee Charter (diversity at all levels of the Company). Throughout FY 2015, the Company implemented a major restructure as the Company transitions to return its sole focus to the core SILEX laser uranium enrichment technology. The restructure resulted in a significant reduction in headcount throughout the Company. It was therefore determined by the Board that no new diversity objectives would be set until the completion of the restructure.

In respect to gender diversity specifically, as at the 30 June 2015, 12.5% of the global Silex workforce is female. This statistic is somewhat skewed due to the unique nuclear knowledge and skillset required to work on the Company's uranium enrichment technology, traditionally this has not been an industry with strong female representation. Females are currently represented within each position level of the workforce, including at Board level, with the Silex Chair position held by a female.

The Company submitted the annual compliance report for the year ended 31 March 2014 to the Workplace Gender Equality Agency and was deemed compliant with the Workplace Gender Equality Act (WGEA). Due to the Company's reduced headcount, Silex is no longer required to report under the WGEA.

*Measurable Objectives*

The below table details the diversity objectives for measurement, that have been established by the Board:

Objective for FY 2015	Outcome
Review Diversity Policy annually	Reviewed and updated
Undertake an annual gender pay audit to ensure equity in remuneration practices	This was undertaken as part of the annual salary review process
Report annual data across the Company on diversity in the workplace	Ongoing periodic reporting
Encourage training and development to assist in furthering career goals	Ongoing, including formal and informal training initiatives
Implement flexible working arrangements where possible, to support employee's personal or family commitments whilst continuing employment	The Company provides employees with flexible working arrangements
When the Board next recruits for an independent non-executive director, a broad selection of potential candidates will be presented to ensure that a cross section of candidates with diverse backgrounds, skills and experience are presented.	Ongoing

Principle 2: Structure the Board to add value

The Board is comprised of both executive and non-executive directors with a majority of non-executive directors. Non-executive directors bring a balanced perspective to the Board's consideration of strategic, risk and performance matters and are best placed to exercise independent judgement and review and constructively challenge the performance of management.

The Chair is an independent non-executive director and all Directors are required to bring independent judgement to bear in their Board decision making. The Chair is elected by the full Board.

The Company has restructured the Board over time to reflect the changing requirements of the Company to ensure a mix of directors on the Board from different backgrounds with complementary skills and experience. When a new director is to be appointed, the Board prepares a list of the requisite range of skills, experience and expertise based on the needs of the Company. From this, the Board prepares a short-list of candidates with appropriate skills and experience. A number of channels are used to source candidates to ensure the company benefits from a broad range of individuals in the selection process.



Details of persons who held office during FY 2015 can be found in Section 9 of the Directors' Report. The Directors of the Company in office as at the date of this statement are:

Name	Age	Position	Expertise	Year Appointed Director
Dr L M McIntyre	50	Chair, Independent non-executive director	Strategy, Commercialisation and Company Management	2012
Dr M P Goldsworthy	57	CEO/MD	Physicist and Co-inventor of the SILEX Technology and Company Management	1992
Mr R A R Lee	50	Independent non-executive director	Corporate advisory, Investment Banking and Company Management	2015
Mr C D Wilks	57	Non-executive director	Investment Banking, Finance and Company Management	1988

Directors' independence

The Board has adopted specific principles in relation to Directors' independence. These state that to be deemed independent, a Director must be a non-executive and:

- Not be a substantial shareholder of the Company or an officer of, or otherwise associated directly with, a substantial shareholder of the Company;
- Within the last three years, not have been employed in an executive capacity by the Company or any other group member, or been a director after ceasing to hold any such employment;
- Within the last three years not have been a principal of a material professional adviser or a material consultant to the Company or any other group member, or an employee materially associated with the service provided;
- Not be a material supplier or customer of the Company or any other group member, or an officer of or otherwise associated directly or indirectly with a material supplier or customer;
- Must have no material contractual relationship with the Company or a controlled entity other than as a director of the Group; and
- Be free from any interest and any business or other relationship which could, or could reasonably be perceived to, materially interfere with the director's ability to act in the best interests of the Company.

Materiality for these purposes is determined on both quantitative and qualitative bases. In addition, a transaction of any amount or a relationship is deemed material if knowledge of it may impact the shareholders' understanding of the Director's performance.

In considering whether a Director is independent, the Board refer to the above specific principles and the independence criteria of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations. The Board regularly assesses the independence of all Directors as appropriate.



Dr L M McIntyre and Mr R A R Lee are considered independent. An independent director cannot be a substantial shareholder (as defined in section 9 of the *Corporations Act 2001*). The size and composition of the Board is determined by the full Board. Additional information on the skills, experience and qualifications of the directors is included in Section 9 of the Directors' Report.

The Board has noted the 27 year tenure of Mr C D Wilks. Notwithstanding his period of service, the Board concluded that Mr Wilks retains independence in judgement and continues to be a major contributor to the Board. His extensive experience with Silex and his commercial acumen complement the contributions made by our other Directors.

It is noted that the current composition of our Board does not have a majority of independent Directors and this has been considered by the Board. The number of Directors on the Board of Silex has recently been reduced from six members to four members in line with the Company's major strategic review and at the present time the Board is deemed to have an appropriate mix of independent judgement, skills, experience and tenure.

The Company's Board skills matrix sets out the mix of skills, experience and expertise that the Board currently has and is looking to achieve in its membership. Its structure reflects the areas particularly relevant to the key elements of our strategy (drive value from the core, build new growth for the business, development and commercialisation of disruptive technology), as well as other areas of importance to the composition of our Board.

Each of these areas is currently well represented on the Board. The Board benefit from the combination of Director's individual skills, experience and expertise in particular areas, as well as the varying perspectives and insights that arise from the interaction of Directors with diverse backgrounds.

The areas addressed in the Board skills matrix are:

Strategic Priorities/Areas	Skills Matrix
<p>Drive value from the core</p> <p>Build new growth for the business</p> <p>Development and commercialisation of disruptive technology</p>	<ul style="list-style-type: none"> • General business management and entrepreneurship • Innovation, science and technology • High technology and research initiative • Government, government relations and policy • International business • External engagement • Marketing and growth • Strategic planning • Operations and asset optimisation • Understanding and appreciation of the global nuclear fuel market • Commercialisation of technology or scientific products
<p>Other areas</p>	<ul style="list-style-type: none"> • Chief Executive Officer level experience • Other non-executive director experience • Accounting, finance and audit • Risk management • Legal, governance and compliance • Labour relations, human resources and remuneration

**Non-executive directors**

The non-executive directors met during the year, in scheduled sessions without the presence of senior executives and management, to discuss the operation of the Board and a range of other matters. Relevant matters arising from these meetings were shared with the full Board.

Term of office

The Company's Constitution specifies that all directors other than the CEO/MD must retire from office no later than the third AGM following their last election, with a minimum of one director retiring from office each year.

Where eligible, a Director may stand for re-election. All material information that may be deemed relevant to shareholders when deciding whether to re-elect a director is provided in the Notice of Meeting. Prior to appointment or being submitted for re-election each non-executive director is required to specifically acknowledge that they have and will continue to have the time available to discharge their responsibilities to the Company.

At the 2015 AGM, Mr C D Wilks will seek re-election, following his retirement by rotation. In addition, Mr R A R Lee who was appointed as a Non-executive director by the Board on 1 July 2015 will seek election to the Board by shareholders at the 2015 AGM.

Chair, CEO/MD and Senior Executives

The Chair is responsible for leading the Board, ensuring Directors are properly briefed in all matters relevant to their role and responsibilities, and facilitating Board discussions.

The CEO/MD and senior executives are responsible for the day-to-day management of the Company's affairs, and for implementing Company strategies and policies as determined by the Board of Directors.

Induction

The induction provided to new directors and senior executives enables them to actively participate in decision-making as soon as possible. It ensures that they have a full understanding of the Company's financial position, strategies, operations, culture, values and risk management policies. It also explains the respective rights, duties, responsibilities, interaction and roles of the Board and senior executives and the Company's meeting arrangements.

New directors are invited to attend briefing sessions with the CEO/MD and senior executives where they may ask questions or obtain briefings from the Chair. They are also encouraged to attend site visits, at appropriate times. Directors also agree to participate in continuous improvement and professional development programmes from time to time, as considered appropriate.

**Board meetings**

The Board meets formally at least 9 times a year to consider a broad range of matters, including progress with respect to the Company's various development programs, strategy, financial reviews, acquisitions and investments. Details of meetings and attendances are set out in the Directors' Report. Senior executives and senior management attend Board Meetings where necessary and present to the Board on operational matters. Additional ad-hoc meetings are held as required.

Conflicts of interest of directors

The Board has guidelines dealing with disclosure of interests by directors and participation and voting at board meetings where any such interests are discussed. In accordance with the *Corporations Act 2001*, any director with a material personal interest in a matter being considered by the Board does not receive the relevant board papers, must not be present when the matter is being considered, and may not vote on the matter.

Independent professional advice

Directors and Board Committees have the right, in connection with their duties and responsibilities, to seek independent professional advice at the Company's expense. Prior written approval of the Chair is required, but this will not be unreasonably withheld.

All Directors have access to Company records and information and receive detailed financial and operational reports from senior management during the year to enable them to carry out their duties. Directors also liaise with senior management as required, and may consult with other employees and seek additional information on request.

Performance assessment and remuneration

The Board meets to undertake an annual self-assessment of its collective performance, the performance of the Chair and of its committees. Due to the appointment of a new Chair in June 2014, this process was performed in September 2014. The Board discusses a broad range of issues including the progress of the various research, development and commercialisation projects, the financial results, major deals negotiated and the share price. The Board considers the appropriate mix of skills required by the Board to maximise its effectiveness and its contribution to the Company.

The Chair undertakes an annual assessment of the performance of individual directors and holds discussions with each director to discuss this assessment. The CEO/MD and the Chair meet annually with non-director senior executives to discuss their performance. Feedback is also sought from other directors.

The Directors' Report contains details of remuneration paid to directors and KMP. Executive and non-executive directors' fees are clearly separated in the Directors' Report. Where bonuses are paid, details of the reason for the bonus are described. Equity awards issued to executive directors are approved by shareholders at the AGM.

Additional information on performance evaluation and remuneration is provided in the Directors' Report.

**Board committees**

The Board has established a number of committees to assist in the execution of its duties and to allow detailed consideration of complex issues. Current committees of the Board are the People & Remuneration and Audit Committees. Each committee is comprised of a majority of independent non-executive directors. The committee structure and membership is reviewed on an annual basis.

Board approved charters set out the terms of reference and responsibilities of the committees. The committee charters are available in the Corporate Governance section of the Company's website.

Nomination committee

The Board has decided that it is in the Company's best interests that the full Board deals with nomination issues. As a result, a Nomination Committee has not been established. From time to time, the Board may establish a temporary sub-committee to assist the Board in fulfilling its nomination responsibilities.

Principle 3: Act ethically and responsibly**Code of conduct**

The Company has developed a Code of Conduct (the Code) which has been fully endorsed by the Board and applies to all directors and employees.

In summary, the Code requires that at all times Company personnel act with the utmost integrity, objectivity and in compliance with the letter and the spirit of the law and company policies. A copy of the Code is available on the Company's website at: www.silex.com.au/about/corporate-governance.

Principle 4: Safeguarding integrity in corporate reporting**Audit Committee**

The Audit Committee consists of a majority of independent non-executive directors. The current members of the Audit Committee are:

Mr R A R Lee (Chair from 1 September 2015)
Dr L M McIntyre
Mr C D Wilks

Mr A M Stock was Chair of the Audit Committee for FY 2015 and until his retirement from the Board on 31 August 2015.

Details of these Directors' qualifications and attendance at Audit Committee meetings are set out in the Directors' Report. The Audit Committee has appropriate financial expertise and all members are financially literate and have an appropriate understanding of the industries in which the Company operates.



The Audit Committee has its own charter setting out its role and responsibilities, composition, structure, membership requirements and the manner in which the committee is to operate. The charter is reviewed on an annual basis and is available on the Company's website at: www.silex.com.au/about/corporate-governance.

Minutes of committee meetings are tabled at the subsequent Board meeting.

The main responsibilities of the Committee are to:

- Review, assess and approve the financial reports and all other financial information published by the Company or released to the market;
- Assist the Board in reviewing the effectiveness of the organisation's internal control environment covering:
 - effectiveness and efficiency of operations;
 - reliability of financial reporting;
 - Compliance with applicable laws and regulations;
- Oversee the effective operation of the risk management framework;
- Recommend to the Board the appointment, removal and remuneration of the external auditors, and review the terms of their engagement, the scope and quality of the audit and assess performance;
- Consider the independence and competence of the external auditor on an ongoing basis;
- Review and approve the level of non-audit services provided by the external auditors and ensure it does not adversely impact on auditor independence;
- Review and monitor related party transactions and assess their propriety; and
- Report to the Board on matters relevant to the committee's role and responsibilities.

In fulfilling its responsibilities, the Audit Committee receives regular reports from Management and the external auditors. It also meets with the external auditors at least twice a year – more frequently if necessary, and reviews any significant disagreements between the auditors and Management, irrespective of whether they have been resolved. The external auditors have a clear line of direct communication at any time to either the Chair of the Audit Committee or the Chair of the Board.

The Audit Committee has authority, within the scope of its responsibilities, to seek any information it requires from any employee or external party.

External auditors

The Company and Audit Committee policy is to appoint external auditors who clearly demonstrate quality and independence. The performance of the external auditor is reviewed annually and applications for tender of external audit services are requested as deemed appropriate, taking into consideration assessment of performance, existing value and tender costs.



It is PricewaterhouseCoopers' policy to rotate audit engagement partners on listed companies at least every five years.

An analysis of fees paid to the external auditors, including a break-down of fees for non-audit services, is provided in the full year Financial Report. It is the policy of the external auditors to provide annual declarations of their independence to the Audit Committee.

The external auditor is requested to attend the Annual General Meeting and be available to answer shareholder questions about the conduct of the audit and the preparation and content of the Audit Report.

The external auditors meet with the Audit Committee without Management present at each meeting.

Financial reporting

In accordance with Section 295A of the *Corporations Act 2001* and Recommendation 4.2 of the ASX Corporate Governance Principles and Recommendations, the CEO/MD and CFO/Company Secretary make the following declarations to the Board prior to the Directors approving the financial statements for any reporting period:

- That the Company's financial records have been properly maintained in accordance with the Act and that the financial statements and notes for the financial year comply with accounting standards and give a true and fair view of the financial position and performance of the Company; and
- That the above statement is founded on a sound system of risk management and internal control and that the system is operating effectively in all material respects in relation to financial reporting risks.

Principle 5: Make timely and balanced disclosure

Continuous disclosure and shareholder communication

The Company has written policies and procedures on information disclosure that focus on continuous disclosure of any information concerning the Company and its subsidiaries that a reasonable person would expect to have a material effect on the price of the Company's securities. These policies and procedures also include the arrangements the Company has in place to promote effective communication with shareholders and encourage participation at general meetings. The Company's Continuous Disclosure Policy is available on the Company's website.

The Company Secretary has been nominated as the person responsible for communications with the Australian Stock Exchange (ASX). This role includes responsibility for ensuring compliance with the continuous disclosure requirements in the ASX Listing Rules and overseeing and co-ordinating information disclosure to the ASX, analysts, brokers, shareholders, the media and the public.



Information disclosed to the ASX is posted on the Company's website as soon as it is disclosed to the ASX. Procedures have also been established for reviewing whether any price sensitive information has been inadvertently disclosed, and if so, this information is also immediately released to the market.

Principle 6: Respect the rights of security holders

The rights of shareholders

The Company provides detailed information regarding its operations, affairs, major developments and governance practices on its website. The Board of Directors aims to ensure that the shareholders are informed of all appropriate information regarding the Company and its governance.

Shareholder engagement

The Company's investor relations program involves engaging with shareholders at the AGM, responding to queries and meeting with investors as requested. In addition, the Company engages regularly with its institutional investors, major private investors, analysts and the media if appropriate.

The Annual Report is distributed to all shareholders who have elected to receive it and is made available on the Company's website. The Board ensures that the Annual Report includes relevant information about the operations of the Company, changes in the state of affairs of the Company and details of likely future developments, in addition to the other disclosures required by the *Corporations Act 2001*.

Shareholders may elect to receive communications from the company and our share registry electronically and the Company ask shareholders regularly if they wish to amend their election.

Annual General Meeting (AGM)

The Board encourages participation of shareholders at the AGM to ensure a high level of accountability and identification with the Company's strategy and goals. Important issues are presented to the shareholders as single resolutions. The Notice of Meeting details any supplementary information for important issues and resolutions being raised and discloses the procedures for voting either in person or via our direct voting facility managed by our share registry.

A detailed question and answer session is hosted by our CEO/MD at each AGM where shareholders have the opportunity to ask questions or make comments.

Silex webcasts the AGM such that all shareholders have the opportunity to view and/or hear proceedings and presentations online.

The shareholders are responsible for voting on the appointment of Directors.

**Principle 7: Recognise and manage risk**

The Board, through the Audit Committee, is responsible for ensuring there are adequate policies in relation to risk management, compliance and internal control systems. These policies are detailed in the Audit Committee charter. In summary, the Company policies are designed to ensure strategic, operational, legal, reputation and financial risks are identified, assessed, effectively and efficiently managed and monitored to enable achievement of the Company's business objectives.

Considerable importance is placed on maintaining a strong control environment. There is an organisational structure with clearly drawn lines of accountability and delegation of authority. Adherence to the Code of Conduct is required at all times and the Board actively promotes a culture of quality and integrity.

Detailed control procedures cover management accounting, financial reporting, project appraisal, environment, health and safety, IT security, compliance and other risk management issues.

The Company's risk management framework has been designed in accordance with AS/NZS ISO 31000:2009 and this framework is reviewed annually. The review for FY 2015 has been completed. This includes the maintenance of a risk register, which sets out all of the enterprise risks that have been identified and includes an assessment of the risk (risks analysed and evaluated), and treatment plans to mitigate risks. The risk register is compiled and is reviewed regularly and as required by the CEO/MD and CFO/Company Secretary and senior management to ensure adequate risk control measures have been identified.

The Board requires management to design and implement the risk management system, internal control system and internal audit function to manage the Company's material business risks. The Board discusses these policies at regular intervals. For example, management provides details of cash deposits, intellectual property patenting, significant commercial exposures and various other business risks for review. The risks are managed in accordance with the risk management system in place and periodically reviewed. Management has reported to the Board on the effectiveness of the Company's management of its material business risks.

The internal audit function is overseen by the CFO/Company Secretary and involves the systematic review of internal systems and operations with an aim of identifying how well risks are managed, adherence to agreed procedures and the need for updating processes and procedures to implement efficiencies or innovations or improve controls.

Findings from internal audits and reviews are presented to the CEO/MD and Board together with suggested policy or procedural improvements. This process is continuous and due to the implementation of the major restructure during FY 2015, a full audit/review of all Company functions is being drafted for completion in FY 2016.

The Board requires that each major proposal submitted to the Board for decision is accompanied by sufficient due diligence and risk review.

The Company has identified potential exposure to economic, environmental, social sustainability, technological and commercial risks. To mitigate the risks identified, the Company regularly updates and reviews its internal risk register.

**Occupational Health and Safety (OH&S)**

The Company recognises the importance of safety, health and wellbeing of employees, contractors and the community. A healthy workforce contributes to business success and aligns with the Company's aim for zero injuries. The Company encourages safe behaviour and conduct by employees and contractors, establishes a mindset that injuries are preventable, provides safety education and training and conducts safety risk assessments. The Company regularly evaluates and measures its safety and health performance through established internal reporting and external audits where appropriate.

Principle 8: Remunerate fairly and responsibly**People & Remuneration Committee**

The People & Remuneration Committee consists of a majority of independent non-executive directors. The current members of the People & Remuneration Committee are:

Dr L M McIntyre – Chair

Mr R A R Lee (member from 1 August 2015)

Mr C D Wilks

Mr A M Stock was a member of the People & Remuneration Committee for FY 2015 and until his retirement from the Board on 31 August 2015.

Details of these Directors' attendance at People & Remuneration Committee meetings are set out in the Directors' Report. The People & Remuneration Committee has its own charter setting out its role and responsibilities, composition, structure, membership requirements and the manner in which the committee is to operate. The charter is reviewed on an annual basis and is available on the Company's website at: www.silex.com.au/about/corporate-governance.

Minutes of Committee meetings are tabled at the subsequent Board meeting.

The main responsibilities of the Committee are to assist the Board with respect to remuneration by reviewing and making appropriate recommendations on:

- Remuneration packages of executive directors, non-executive directors and senior executives;
- Employee incentive and equity based plans including the appropriateness of performance hurdles and total payments proposed;
- The adoption of policies that attract and maintain talented and motivated directors and employees so as to encourage enhanced performance.

The ASX Listing Rules and Constitution require that the minimum aggregate amount of remuneration to be allocated among the non-executive directors be approved by the shareholders in a general meeting. In proposing the maximum amount for consideration by shareholders and in determining the allocation, the People & Remuneration Committee will take into account the time demands made on Directors, the complexity of the Company's affairs and other relevant factors including fees paid to non-executive directors in comparable Australian companies.



The policies and practices regarding remuneration paid to Directors and senior executives is set out in the Remuneration Report, forming part of the Directors' Report.

Share trading policy

The Company has in place a formal share trading policy which places certain prohibitions on the trading of the Company's shares. The policy is on the Company's website at: www.silex.com.au/about/corporate-governance. All Silex share dealings by Directors are promptly notified to the Australian Stock Exchange (ASX). All Directors and employees are prohibited from buying and selling Silex shares at any time if they are aware of any material price sensitive information that has not been made available to the public.