



**ORBITAL<sup>®</sup>**

**CORPORATE GOVERNANCE  
STATEMENT 2017**

## ASX CORPORATE GOVERNANCE COUNCIL RECOMMENDATIONS CHECKLIST

The table below summarises the Group's compliance with the ASX Corporate Governance Council's Recommendations.

	<b>Recommendation</b>	<b>Comply Yes / No</b>	<b>Reference</b>
<b>Principle 1 - Lay solid foundations for management and oversight</b>			
1.1	A listed entity should disclose:		2.1 and 2.2
	a) the respective roles and responsibilities of its board and management; and	Yes	
	b) those matters expressly reserved to the board and those delegated to management.	Yes	
1.2	A listed entity should:		2.4
	a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director; and	Yes	
	b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.	Yes	
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	Yes	1.3
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.	Yes	1.7
1.5	A listed entity should:		3.8
	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;	No	
	b) disclose that policy or a summary of it; and	Yes	
	c) disclose as 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:	No	
	1. the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes); or	Yes	
	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	N/A	
1.6	A listed entity should:		1.8
	a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and	Yes	
	b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.	Yes	





Recommendation	Comply Yes / No	Reference
<b>Principle 5 – Make timely and balanced disclosure</b>		
5.1 A listed entity should:		3.5
a) have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and	Yes	
b) disclose that policy or a summary of it.	Yes	
<b>Principle 6 – Respect the rights of security holders</b>		
6.1 A listed entity should provide information about itself and its governance to investors via its website.	Yes	3.6
6.2 A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.	Yes	3.6
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.	Yes	3.6
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.	Yes	3.6
<b>Principle 7 – Recognise and manage risk</b>		
7.1 The board of a listed entity should:		2.4 and 3.3
a) have a committee or committees to oversee risk, each of which:	No	
1. has at least three members, a majority of whom are independent directors; and		
2. is chaired by an independent director,		
and disclose:		
3. the charter of the committee;		
4. the members of the committee; and		
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		
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.	Yes	
7.2 The board or a committee of the board should:		3.3
a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound; and	Yes	
b) disclose, in relation to each reporting period, whether such a review has taken place.	Yes	



## CORPORATE GOVERNANCE AT ORBITAL

The Board of Directors of Orbital Corporation Limited is responsible for the corporate governance of the Group. The Board guides and monitors the business and affairs of the Group on behalf of the shareholders by whom they are elected and to whom they are accountable. This statement reports on Orbital's key governance principles and practices. These principles and practices are reviewed regularly and revised as appropriate to reflect changes in law and developments in corporate governance.

The Company, as a listed entity, must comply with the *Corporations Act 2001* (Cwth) (Corporations Act), the Australian Securities Exchange (ASX) Listing Rules (ASX Listing Rules) and other Australian and international laws. The ASX Listing Rules requires the Company to report on the extent to which it has followed the Corporate Governance Recommendations contained in the ASX Corporate Governance Council's (ASXCGC) third edition of its Corporate Governance Principles and Recommendations released in March 2014. Orbital believes that, throughout the 2017 financial year and to the date of this report, it has complied with the majority of the ASXCGC Recommendations.

Information on Orbital's corporate governance framework is also provided in the Corporate Governance section of Orbital's website ([www.orbitalcorp.com.au](http://www.orbitalcorp.com.au))

### **PART 1 – COMPOSITION AND GOVERNANCE POLICIES OF THE BOARD**

Relevant policies and charters (see <http://www.orbitalcorp.com.au/about-us/corporate-governance/>)

- Orbital Board Charter

#### **1.1. COMPOSITION PRINCIPLES**

The composition of the Board is determined using the following principles:

- A minimum of three directors, with a broad range of expertise;
- An independent non-executive director as Chairman;
- A majority of independent non-executive directors; and
- The role of Chief Executive Officer (CEO) and Chairman should not be exercised by the same individual.

#### **1.2 MEMBERSHIP**

The composition of the Board of directors\*:

<b>NAME</b>	<b>POSITION</b>
John Welborn	Chairman and Non-Executive Director
John Poynton	Non-Executive Director (Resigned 12 April 2017)
Steve Gallagher	Non-Executive Director (Appointed 12 April 2017)
Terry Stinson	Non-Executive Director (Resigned as Chief Executive Officer and Managing Director and appointed as Non-Executive Director 11 August 2017)
Todd Alder	Chief Executive Officer and Managing Director (Appointed 11 August 2017)

*\*The composition of Board of directors includes all directors on the board during the reporting period and up to the date of the statement.*

Details of each director's qualifications, special responsibilities, skills, expertise and experience (including the period of office held by each director) are contained in the profiles included on page 5 of the Annual Report.

## 1.3 APPOINTMENT, INDUCTION AND TRAINING

The Board sets and reviews the criteria for new director appointments having regard to the overall composition of the Board.

In considering the nominations and appointments of directors, the Board seeks to ensure that its membership is such that each director:

- is a person of integrity who will observe the Group's Code of Conduct;
- has sufficient abilities and time available to perform their role effectively;
- brings an independent and questioning mind to their role;
- enhances the breadth and depth of skills and knowledge of the Board as a whole; and
- enhances the experience and diversity of the Board as a whole.

While recognizing that each director will not necessarily have experience in each of the following areas, the Board seeks to ensure that its membership includes an appropriate mix of directors with experience in engineering, relevant industry sectors, general management, funding and finance.

A summary of the director's skills and experience as relevant to the Group is set out below:

### BOARD SKILLS AND EXPERIENCE\*

#### Leadership and Governance

Other board experience	5
Executive leadership	5
Corporate Governance	5
Strategy	5

#### Industry Experience

Commercial acumen	5
Business Builder	5
Commercialisation of Intellectual Property	5

#### Finance and Risk

Financial knowledge and experience	5
Capital management	5
Acquisitions	5
Risk Management	5

#### People

Health and Safety	5
Human Resources	5

*\*Board skills and experience includes all directors on the board during the reporting period and up to the date of the statement.*

All new directors are required to sign and return a letter of appointment which sets out the key terms and conditions of their appointment, including duties, rights and responsibilities, the time commitment envisaged and the Board's expectations regarding their involvement with committee work.

As part of the induction process, new directors are provided with detailed information about the nature of the Group's business, current issues, Group strategy, financial matters, policies and procedures and are given the opportunity to meet with management to obtain an insight into the Group's business operations.



All directors are expected to maintain the skills required to discharge their obligations to the Company. Directors are encouraged to undertake continuing professional education including industry seminars and approved education courses.

## **1.4 DIRECTOR INDEPENDENCE**

The Board recognises that, while various principles and factors are relevant in determining independence, true independence is a matter of judgement having regard to the particular circumstances. Accordingly, when the Board exercises its judgement in determining independence, it has regard to relationships between a director and the Group or between a director and third parties that may compromise the director's independence.

The Board recognizes that the accounting standards provide a useful guide as to what is or is not material in a quantitative sense. The accounting standards define materiality as an interest of more than 10% of the relevant base (whether revenue, equity or expenses). Any interests between 5% and 10% of the base are treated as potentially material, depending on the circumstances. Any interests below 5% are treated as being immaterial. However, the Board also applies a qualitative assessment to seek to ensure that a solely quantitative approach does not result in inappropriate decisions. The Board considers whether there are any circumstances which may affect the director's interest and could, or could reasonably be perceived to, materially interfere with the director's ability to act in the Company's best interests.

The Board has considered the positions and relationships of each of the persons who were non-executive directors for all or part of the Reporting Period and has formed the view that both of these persons are independent. The Board is of the opinion that therefore a majority of the Board are independent of the Group's management and are free of any interest that may affect its free and unfettered judgment during the Reporting Period.

An independent director is a non-executive director who:

- is not 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 has not been employed in an executive capacity by the Company or another group member, or been a director after ceasing to hold any such employment;
- within the last three years has not been a principal of a professional adviser or a consultant to the Company or another group member, or an employee materially associated with the service provided;
- is not a material supplier or customer of the Company or other group member, or an officer of or otherwise associated directly or indirectly with a material supplier or customer;
- has no material contractual relationship with the Company or another Group member other than as a director of the Company;
- has not served on the board for a period which could, or could reasonably be perceived to, materially interfere with the director's ability to act in the best interests of the Company; and
- is 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.

## **1.5 NOTIFICATION OF INTERESTS AND TREATMENT OF CONFLICTS**

In accordance with the Corporations Act 2001 and the Company's constitution, directors are required to notify the Chairman of any contracts, offices (including other directorships) held, and interests in other companies or transactions which might involve a real or potential conflict and at each Board meeting directors declare any conflicts or changes to their independence. In the event of such a conflict, the Board acts appropriately and takes minutes of its actions. The Board Charter sets out the

process that the Company applies if a conflict arises for one or more of its directors. In particular, a director who has a conflict with respect to a matter will not, without the Chairman's approval, receive relevant Board papers, or be present during any discussion or vote on that matter. In the event that the Chairman has a conflict, the non-executive Director's approval is required.

## **1.6 INDEPENDENT ADVICE**

Each director has the right of access to all relevant Company information and to the Group's executives and, subject to prior consultation with the Chairman, may seek independent professional advice from a suitably qualified adviser at the Group's expense. The director must consult with an advisor suitably qualified in the relevant field, and obtain the Chairman's approval of the fee payable for the advice before proceeding with the consultation. A copy of the advice received by the director is made available to all other members of the board.

## **1.7 COMPANY SECRETARY**

Under the Board Charter, the appointment, performance and review and, where appropriate, the removal of the Company Secretary is a key responsibility of the Board. As a result, The Company Secretary is accountable directly to the Board, through the Chairman, including on all matters to do with the proper functioning of the Board. The Company Secretary is responsible for ensuring that Board procedures are complied with and that governance matters are addressed. Details of the Company Secretary are set out on page 7 of the Annual Report.

## **1.8 PERFORMANCE REVIEW**

### **Review of Board performance**

The Chairman is responsible for determining the process for evaluating Board performance. Evaluations are conducted by way of interviews appropriate in scope and content to effectively review:

- the performance of the Board against the requirements of its charter; and
- the individual performance of the Chairman and each director.

A Board evaluation took place during the Reporting Period in accordance with this process. This evaluation was conducted by the Chairman in the form of individual interviews with each non-executive director. The interviews covered matters such as the director's individual contribution, Board performance and the functioning of the Board. The overall outcomes of the one-on-one interviews were discussed by the Board as well as measures to be taken to improve the effectiveness and efficiency of the Board, including improvements to certain reporting and analysis received by the Board and changes to the programs of the Board to adjust their focus on particular areas.

In addition, the Board evaluates the performance of individual directors as those directors become eligible for election and re-election, as part of its assessment of whether the Board should support the relevant election or re-election.

## **Review of senior management performance**

The Board establishes performance criteria for the CEO and conducts a performance review of the CEO at least annually.

In turn, the CEO conducts annual performance reviews of other senior executives.

Each senior executive, including the CEO, has a written service contract.

The relevant criteria against which the performance of the CEO and the other senior executives is assessed include:

- financial criteria relevant to the individual's responsibilities and influence; and
- personal performance indicators referable to achieving the objectives of their role.

The performance of the CEO and the other senior executives were reviewed in this manner during the Reporting Period.

## **PART 2 – OPERATION AND RESPONSIBILITIES OF THE BOARD**

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Relevant policies and charters (see <http://www.orbitalcorp.com.au/about-us/corporate-governance/>)  
- Orbital Board Charter

### **2.1 BOARD ROLE AND RESPONSIBILITIES AND MATTERS RESERVED FOR THE BOARD**

The Board's primary role is to protect and enhance long-term shareholder value by providing strategic guidance to the Group and effective oversight of management.

To fulfil this role, the Board is responsible for the overall corporate governance of the Group including:

- formulating its strategic direction;
- approving and monitoring capital expenditure;
- setting remuneration;
- appointing, removing and creating succession policies for directors and senior executives;
- establishing and monitoring the achievement of management's goals; and
- ensuring the integrity of internal control and management information systems.

It is also responsible for approving and monitoring financial and other reporting. A copy of the Board's Charter is available in the Corporate Governance section of Orbital's website.

### **2.2 SENIOR MANAGEMENT ROLE AND RESPONSIBILITIES AND MATTERS DELEGATED TO SENIOR MANAGEMENT**

The role of senior management is to deliver the strategic direction and goals determined by the Board.

Senior management is responsible for matters including:

- the day-to-day management of the Group's operations and finances;
- reporting to the Board on matters including the Group's operations and financial performance;
- recommending Group strategy, budgets, plans, policies and risk management systems to the Board; and
- determining Group policies, other than those reserved for the Board.
- establishing and monitoring the achievement of management's goals; and

- ensuring the integrity of internal control and management information systems.

Matters delegated to senior management are set out in the Delegations of Authority given to the Chief Executive Officer and in turn to various other members of senior management. Those matters include the following, up to certain limits of authority:

- approving entry into contracts under which the Group will provide services;
- settling legal claims;
- approving credit facilities;
- approving the procurement of equipment and IT hardware and software;
- approving entry into office leases; and
- determining the extent to which foreign exchange exposures ought to be hedged.

Management may also be delegated responsibility for other matters under the corporate policies adopted by the Board

## **2.3 BOARD MEETINGS**

The full Board currently holds six scheduled meetings each year, plus strategy meetings and any extraordinary meetings at such other times as may be necessary to address any specific significant matters that may arise.

The agenda for meetings is prepared in conjunction with the Chairman, Managing Director and Company Secretary. Standing items include the managing director's report, financial reports, strategic matters, governance and compliance. Board papers are distributed to directors in advance of any director's meeting to ensure that there is sufficient time for the directors to digest the content of the papers and prepare for the meeting. Executives are regularly involved in board discussions and directors have other opportunities, including visits to operations, for contact with a wider group of employees.

## **2.4 BOARD COMMITTEES**

### **Board Committees**

Following the refreshment of the Board in March 2015 and the reduction in the number of directors, the Board decided to suspend the operation of the Board committees with all of the roles previously delegated to the various committees conducted by the full Board.

The Board is satisfied that all matters previously delegated to Committees of the Board are being appropriately addressed by the full Board.

The Board will review the re-establishment of Board Committee if the number of Non-Executive Directors is increased at a future date.

## **PART 3 – GOVERNANCE POLICIES APPLYING TO THE GROUP**

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Relevant policies and charters (see <http://www.orbitalcorp.com.au/about-us/corporate-governance/> )

- Orbital Board Charter
- Code of Conduct
- Code of Ethics
- Policy on Release of Price Sensitive Information
- Risk Management Policy
- Securities Trading Policy
- Diversity Policy

### **3.1 ETHICAL DECISION MAKING – THE CODE OF CONDUCT**

All Directors, managers and employees are expected to act with the utmost integrity and objectivity, striving at all times to enhance the reputation and performance of the Group. Every employee has a nominated supervisor to whom they may refer any issues arising from their employment. The Board has approved a Code of Conduct, applicable to all Directors and employees of the Group, providing for the conduct of business in accordance with the highest ethical standards and sound corporate governance.

The Code also incorporates the Company's policy on trading in the Company's securities. A Code of Ethics, relating to Accounting Practice and Financial Reporting, has also been adopted by the Board and applies specifically to the Chief Executive Officer, Chief Financial Officer and senior finance officers of the Company who influence financial performance. The Code of Ethics is complementary to the Code of Conduct, copies of both Codes are available in the Corporate Governance section of Orbital's website.

### **3.2 SECURITIES DEALING POLICY**

The Company's policy with respect to Directors and Officers dealing in the Company's shares or options states that:

- Directors and Officers are prohibited from dealing in the Company's securities at any time when they possess information which, if publicly disclosed, would be likely to affect the market price of the Company's securities;
- Directors and Officers are prohibited from short term trading in the Company's securities;
- Directors must obtain the written approval of the Chairman before undertaking any transactions involving the Company's securities; and
- Directors and Officers are prohibited from undertaking transactions in the Company's securities during the period from one month prior to the proposed release of the Company's annual or half-year result until two days after that release.

A copy of the Securities Trading Policy is available in the Corporate Governance section of Orbital's website.

### **3.3 MANAGEMENT OF MATERIAL BUSINESS RISKS**

#### **Approach to Risk Management and Internal Control**

The Board oversees the establishment, implementation and review of the Company's risk management systems, which have been established by management for assessing, monitoring and managing economic sustainability, environmental sustainability and social sustainability risks for the Group. Responsibility for establishing and maintaining effective risk management strategies rests with senior management, accountable to the Chief Executive Officer and the Board. The Board reviews the risk management and internal control structure implemented by management so as to obtain reasonable assurance that the Group's assets are safeguarded and that reliable financial records are maintained. Operational and other compliance risk management has also been reviewed and found

to be operating efficiently and effectively. A copy of the Company's risk management policy is available in the Corporate Governance section of Orbital's website.

Risks to the Group arise from matters such as competitive technologies that may be developed, delays in government regulation, reduction in development and testing expenditure by the Group's customers, the impact of exchange rate movements, environmental issues, occupational safety and health and financial reporting.

Where risks, such as natural disasters, cannot be adequately mitigated using internal controls, those risks are transferred to third parties through insurance coverage to the extent considered appropriate.

During the Reporting Period, the Board reviewed the Group's risk management framework. As part of that review, the Board considered an internal assessment of the Group's risk maturity and risk culture.

In addition, management reported to the Board regarding:

- the Group's risk management systems and processes;
- the extent to which those management systems and processes are being applied within the Group; and
- the quality and effectiveness of risk reporting and assurance within the Group.

This process enables the Board to consider the effectiveness of the Group's management of its material business risks.

### **Economic, Environmental and Social Sustainability Risks**

The Group has material exposures to Economic and Social Sustainability Risks. Economic Sustainability is the ability of the Group to continue operating at a particular level of economic production over the long term. Environmental Sustainability is the ability of the Group to continue operating in a manner that does not compromise the health of the ecosystems in which it operates over the long term. Social Sustainability is the ability of the Group to continue operating in a manner that meets accepted social norms and needs over the long term.

The table below identifies which of those exposures are considered to be Economic Sustainability Risks, Environmental Sustainability Risks or Social Sustainability Risks. Some exposures fall into more than one category.

<b>Risk Type</b>	<b>Identified Risk</b>
Economic Sustainability Risks	Reputation Pricing & demand Competition Contractual Strategy Market volatility Business interruption Key man dependency Staff turnover
Environmental Sustainability Risks	Nil
Social Sustainability Risks	Reputation Health & safety Organisational change

## **Internal Control Framework**

The Board recognises that no cost effective internal control system will preclude all errors and irregularities. The system is based upon written procedures, policies and guidelines, an organisational structure that provides an appropriate division of responsibility, and the careful selection and training of qualified personnel.

Established practices ensure:

- Capital expenditure commitments are subject to authority level approval procedures;
- Financial exposures are controlled by the use of forward exchange contracts, where appropriate;
- Occupational safety and health issues are monitored by a safety committee;
- Financial reporting accuracy and compliance with regulatory requirements; and
- Compliance with environmental regulation.

## **Chief Executive Officer and Chief Financial Officer Assurance**

The Chief Executive Officer and Chief Financial Officer have declared, in writing to the Board, that the Company's financial reports are founded on a sound system of risk management and internal compliance and control which implements the policies adopted by the Board, and that they have evaluated the effectiveness of the company's financial disclosure controls and procedures and have concluded that they are operating efficiently and effectively.

The Chief Executive Officer and Chief Financial Officer declared in writing to the Board that the Company's financial reports for the year ended 30 June 2017 present a true and fair view, in all material respects, of the Company's financial condition and operational results and are in accordance with relevant accounting standards. This statement is required annually.

Monthly financial results are reported against budgets approved by the directors and revised forecasts for the year are prepared regularly.

## **Environmental Regulation**

The Group holds a number of permits, licences and registrations for environmental regulation under both Australian Commonwealth and State legislation. These permits, licences and registrations are primarily for the storage of fuels and chemicals and the disposal of waste and are reviewed by the Group on an on-going basis. The directors are not aware of any material breaches during the period covered by this report.

## **3.4 RELATIONSHIP WITH THE AUDITOR**

The Board oversees the terms of engagement of Orbital's external auditor. The Board ensures that the audit approach covers all financial statement areas where there is a risk of material misstatement and that audit activities are carried out throughout the Orbital Group in the most effective, efficient and comprehensive manner.

The Board has the responsibility for the appointment, compensation and oversight of the external Auditor and to ensure that the external Auditor meets the required standards for Auditor Independence. In monitoring Auditor Independence the Board will have regard to any legislative or regulatory requirements, and the following principles:

- It is mandatory that the Audit Partner responsible for the Audit be rotated at least every five years. At least two years must expire before the Audit Partner can again be involved in the Audit of the Group.
- The Board monitors the number of former employees of the external Auditor who were involved in auditing the company, currently employed in senior financial positions in the company, and assesses whether this impairs or appears to impair the Auditor's judgment or independence in respect of the company. An individual auditor who was engaged by the external Auditor and

participated in the company's audit shall be precluded from employment as Chief Executive Officer or Chief Financial Officer of the company for a period of twelve months from the time of the audit.

- Consider whether taken as a whole, the various relationships between the company and the external Auditor and the economic importance of the company (in terms of fees paid to the external Auditor for the Audit as well as fees paid to the external Auditor for the provision of non-audit services) to the external Auditor impair or appear to impair the Auditor's judgment or independence in respect of the company.
- The company shall not engage its external Auditor for certain non-audit services (including book-keeping, financial information systems design, valuations, actuarial services, internal audit outsourcing, human resources and unrelated legal/expert services). Any proposal to grant the external Auditor non-prohibited non-audit services will be referred to the Chairman of the Board by management prior to granting the work.
- The Chairman of the Board will meet (at least annually) with the external Auditors without the presence of management

### **3.5 CONTINUOUS DISCLOSURE**

The Board of Directors aims to ensure that shareholders are informed of all major developments affecting the Group's state of affairs. The Board has adopted a policy to identify matters that may have a material effect on the price of the Company's securities and to notify the ASX as required.

This policy on Release of Price Sensitive Information is overseen and coordinated by the Company Secretary. All directors, officers and members of the Company's management committee are required to forward details of any potentially price sensitive information to the Company Secretary, who is also to be made aware, in advance, of proposed information disclosures (including information to be presented at private briefings) to enable consideration of the continuous disclosure requirements. Proposed announcements are to be approved by the Managing Director and either the Chairman or Company Secretary prior to release to the ASX. The Company Secretary is responsible for all communications with the ASX.

The Company's policy on Release of Price Sensitive Information and its policy on communication with shareholders are available in the Corporate Governance Section of Orbital's website.

### **3.6 COMMUNICATING WITH SHAREHOLDERS**

Directors recognise that shareholders, as the ultimate owners of the Company, are entitled to receive timely and relevant high quality information about their investment. Similarly, prospective new investors are entitled to be able to make informed investment decisions when considering the purchase of shares.

Information is communicated to shareholders as follows:

- The disclosure of full and timely information about Orbital's activities in accordance with the disclosure requirements contained in the ASX Listing Rules and the Corporations Act;
- All information released to the market to be placed on the Company's website promptly following release;
- The annual financial report is distributed to all shareholders on request in accordance with Corporation Act requirements and includes relevant information about the operations of the Group during the year, changes in the state of affairs of the Group and details of future developments, in addition to other disclosures required by the Corporations Act; and
- The half-yearly report contains summarised financial information and a review of the operations of the Group during the period. The half-year financial report is prepared in accordance with the requirements of Accounting Standards and the Corporations Act and is lodged with Australian



regulatory bodies and the Australian Stock Exchanges. Financial reports are sent to any shareholder who requests them.

### **Annual general meeting**

The Board encourages participation of shareholders at the Annual General Meeting to ensure a high level of accountability and identification with the Group's strategy and goals. Important issues are presented to the shareholders as single resolutions. The Company's external auditor is requested to attend annual general meetings to answer any questions concerning the audit and the content of the auditor's report.

Shareholders are requested to vote on the appointment of Directors, aggregate remuneration of non-executive directors, the granting of shares to Directors and changes to the Constitution. A copy of the Constitution is available to any shareholder who requests it.

### **Other meetings and presentations**

From time to time, the CEO and other senior executive meet with shareholders and analysts. Presentations to be made to those persons are released to the market via the ASX and published in the Investor Relations section of the Company's website, if they contain information that may be price sensitive and is not already publically available.

### **Responding to queries**

From time to time, the CEO and other senior executives endeavour to respond to queries from shareholders and analysts for information in relation to the Group, provided the information requested is not price sensitive or is already publically available.

### **The Company's registry**

The Company also communicates with its shareholders via its share registry, Link Market Services. The registry provides shareholders with the option of receiving communications from and sending communications to it electronically, except in certain circumstances, for example, in which an original signature or document must be provided.

## **3.7 REMUNERATION OF DIRECTORS AND SENIOR EXECUTIVES**

Details of remuneration paid to directors (executive and non-executive) are set out in the Remuneration Report on pages 10 to 20. The Remuneration Report also contains information on the Company's policy for determining the nature and amount of remuneration for directors and senior executives and the relationship between the policy and company performance.

Shareholders will be invited to consider and approve the Remuneration Report at the 2017 AGM.

## **3.8 DIVERSITY AND INCLUSION**

### **Diversity Policy**

The Company respects and values the competitive advantage of diversity, and the benefit of its integration throughout the Company, in order to enrich the Company's perspective, improve corporate performance, increase shareholder value, and enhance the probability of achievement of the Company's objectives.

Diversity constitutes people at relevant levels within the Company (including board, senior executive, management and otherwise) with a diverse blend of skills, experiences, perspectives, styles and attributes gained from life's journey, including on account of their culture, gender, age or otherwise.

The Company is committed to employing and retaining the best technical and non-technical staff based on their capacity to perform well for the Company.

A copy of the Diversity Policy is available in the Corporate Governance section of Orbital's website.

### **Measurable Objectives —Diversity**

The Board has not set any measurable objectives for gender diversity as it is satisfied that current employment, advancement and reward decisions regarding staff within the Company are made irrespective of race, religion, gender, age, or any other irrelevant point of difference, therefore no measurable objectives have been put in place at this time to specifically change or increase gender diversity.

### **Workforce gender profile at 30 June**

	2017	2016
Proportion of women in total organisation:	18%	22%
Proportion of women in senior executive positions:	0%	20%
Proportion of women in senior management* positions:	29%	40%
Proportion of women on the board:	0%	0%

\* Senior management is defined as management positions that directly report to one of the five senior executive positions.