

Appendix 4G

Key to Disclosures Corporate Governance Council Principles and Recommendations

Name of entity

Navigator Global Investments Limited

ABN / ARBN

47 101 585 737

Financial year ended:

30 June 2018

Our corporate governance statement for the above period above can be found at this URL on our website:

<http://www.navigatorglobal.com.au/site/about/corporate-governance>

The Corporate Governance Statement is accurate and up to date as at 9 August 2018 and has been approved by the Board

The annexure includes a key to where our corporate governance disclosures can be located.

Date:

9 August 2018

Name of Director or Secretary authorising lodgement:

Amber Stoney, Secretary

Annexure – Key to Corporate Governance Disclosures

Corporate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed ...
Principle 1 – Lay solid foundations for management and oversight	
1.1 A listed entity should disclose: <ul style="list-style-type: none"> (a) the respective roles and responsibilities of its board and management; and (b) those matters expressly reserved to the board and those delegated to management. 	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement
1.2 A listed entity should: <ul style="list-style-type: none"> (a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director; and (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. 	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement
1.3 A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement
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.	... the fact that we follow this recommendation: <input checked="" type="checkbox"/> in our Corporate Governance Statement
1.5 A listed entity should: <ul style="list-style-type: none"> (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; (b) disclose that policy or a summary of it; and (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: <ul style="list-style-type: none"> (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 (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. 	... the fact that we have a diversity policy that complies with paragraph (a): <input checked="" type="checkbox"/> in our Corporate Governance Statement ... and the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with our diversity policy and our progress towards achieving them: <input checked="" type="checkbox"/> in our Corporate Governance Statement ... and the information referred to in paragraphs (c)(1) or (2): <input checked="" type="checkbox"/> in our Corporate Governance Statement

Corporate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed ...
<p>1.6 A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</p> <p>(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>	<p>... the evaluation process referred to in paragraph (a): <input checked="" type="checkbox"/> in our Corporate Governance Statement</p> <p>... and the information referred to in paragraph (b): <input checked="" type="checkbox"/> in our Corporate Governance Statement</p>
<p>1.7 A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of its senior executives; and</p> <p>(b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>	<p>... the evaluation process referred to in paragraph (a): <input checked="" type="checkbox"/> in our Corporate Governance Statement</p> <p>... and the information referred to in paragraph (b): <input checked="" type="checkbox"/> in our Corporate Governance Statement</p>
Principle 2 - Structure the board to add value	
<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 fact that we have a nomination committee that complies with paragraphs (1) and (2): <input checked="" type="checkbox"/> in our Corporate Governance Statement</p> <p>... and a copy of the charter of the committee is: <input checked="" type="checkbox"/> at http://www.navigatorglobal.com.au/site/About-Us/corporate-governance/board-and-committees</p> <p>... and the information referred to in paragraphs (4) and (5): <input checked="" type="checkbox"/> in the Annual Report at http://www.navigatorglobal.com.au/site/company-updates-reports/financial-reports</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>... our board skills matrix: <input checked="" type="checkbox"/> in our Corporate Governance Statement</p>

Corporate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed ...
<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 of the type described in Box 2.3 but the board is of the opinion 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 names of the directors considered by the board to be independent directors:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement</p> <p>... and, where applicable, the information referred to in paragraph (b):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement</p> <p>... and the length of service of each director:</p> <p><input checked="" type="checkbox"/> in the Annual Report at http://www.navigatorglobal.com.au/site/company-updates-reports/financial-reports</p>
<p>2.4 A majority of the board of a listed entity should be independent directors.</p>	<p>... the fact that we follow this recommendation:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement</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 fact that we follow this recommendation:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement</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>... the fact that we follow this recommendation:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement</p>
<p>Principle 3 – Act ethically and responsibly</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>... our code of conduct or a summary of it:</p> <p><input checked="" type="checkbox"/> at http://www.navigatorglobal.com.au/site/About-Us/corporate-governance/codes-of-conduct</p>

Corporate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed ...
Principle 4 – Safeguard integrity in corporate reporting	
<p>4.1 The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the board, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the relevant qualifications and experience of the members of the committee; and</p> <p>(5) in relation to 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 an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>	<p>... the fact that we have an audit committee that complies with paragraphs (1) and (2):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement</p> <p>... and a copy of the charter of the committee:</p> <p><input checked="" type="checkbox"/> at http://www.navigatorglobal.com.au/site/About-Us/corporate-governance/board-and-committees</p> <p>... and the information referred to in paragraphs (4) and (5):</p> <p><input checked="" type="checkbox"/> in the Annual Report at http://www.navigatorglobal.com.au/site/company-updates-reports/financial-reports</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 records 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 fact that we follow this recommendation:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement</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 fact that we follow this recommendation:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement</p>
Principle 5 – Make timely and balanced disclosure	
<p>5.1 A listed entity should:</p> <p>(a) have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and</p> <p>(b) disclose that policy or a summary of it.</p>	<p>... our continuous disclosure compliance policy or a summary of it:</p> <p><input checked="" type="checkbox"/> at http://www.navigatorglobal.com.au/site/About-Us/corporate-governance/continuous-disclosure-policy</p>

Corporate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed ...
Principle 6 – Respect the rights of security holders	
6.1 A listed entity should provide information about itself and its governance to investors via its website.	<p>... information about us and our governance on our website:</p> <p><input checked="" type="checkbox"/> at http://www.navigatorglobal.com.au/site/about/business-overview and http://www.navigatorglobal.com.au/site/about/corporate-governance</p>
6.2 A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.	<p>... the fact that we follow this recommendation:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement</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>... our policies and processes for facilitating and encouraging participation at meetings of security holders:</p> <p><input checked="" type="checkbox"/> at http://www.navigatorglobal.com.au/site/About-Us/corporate-governance/shareholder-communications-policy</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>... the fact that we follow this recommendation:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement</p>
Principle 7 – Recognise and manage risk	
<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.</p>	<p>... the fact that we have a committee or committees to oversee risk that comply with paragraphs (1) and (2):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement</p> <p>... and a copy of the charter of the committee:</p> <p><input checked="" type="checkbox"/> at http://www.navigatorglobal.com.au/site/About-Us/corporate-governance/board-and-committees</p> <p>... and the information referred to in paragraphs (4) and (5):</p> <p><input checked="" type="checkbox"/> in the Annual Report at http://www.navigatorglobal.com.au/site/company-updates-reports/financial-reports</p>

Corporate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed ...
<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 fact that board or a committee of the board reviews the entity's risk management framework at least annually to satisfy itself that it continues to be sound:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement</p> <p>... and that such a review has taken place in the reporting period covered by this Appendix 4G:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement</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 fact that we do not have an internal audit function and the processes we employ for evaluating and continually improving the effectiveness of our risk management and internal control processes:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement</p>
<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>... whether we have any material exposure to economic, environmental and social sustainability risks and, if we do, how we manage or intend to manage those risks:</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement</p>

Corporate Governance Council recommendation	We have followed the recommendation in full for the whole of the period above. We have disclosed ...
Principle 8 – Remunerate fairly and responsibly	
<p>8.1 The board of a listed entity should:</p> <p>(a) have a remuneration 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 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 fact that we have a remuneration committee that complies with paragraphs (1) and (2):</p> <p><input checked="" type="checkbox"/> in our Corporate Governance Statement</p> <p>... and a copy of the charter of the committee:</p> <p><input checked="" type="checkbox"/> at http://www.navigatorglobal.com.au/site/About-Us/corporate-governance/board-and-committees</p> <p>... and the information referred to in paragraphs (4) and (5):</p> <p><input checked="" type="checkbox"/> in the Annual Report at http://www.navigatorglobal.com.au/site/company-updates-reports/financial-reports</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>... separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives:</p> <p><input checked="" type="checkbox"/> in the Annual Report at http://www.navigatorglobal.com.au/site/company-updates-reports/financial-reports</p>
We have NOT followed the recommendation in full for the whole of the period above. We have disclosed ...	
<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><input checked="" type="checkbox"/> we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable.</p>

Corporate Governance Statement

30 June 2018



Corporate governance

The Navigator Group recognises the value of good corporate governance. The Board believes that effective governance processes and procedures add to the performance of the Navigator Group and engenders the confidence of the investment community.

This statement sets out the principle features of Navigator Global Investment Limited's ('Navigator') corporate governance framework and main governance practices in place throughout the year and discloses the extent to which the Company has followed the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations 3rd Edition (CGPR 3ed) during the reporting period, comprising the year ended 30 June 2018.

The Corporate Governance section of the Group's website (http://www.navigatorglobal.com.au/site/about/corporate-governance) contains the charters, codes and policies which are referred to in this statement (or a summary of them). These documents are periodically reviewed and enhanced where necessary to take account of changes in the law and governance practices. The Group's governance systems meet the requirements of the Corporations Act 2001 (Act) and the Listing Rules of the Australian Securities Exchange (ASX Listing Rules and ASX respectively). Consideration has been given to the applicability of recommendations given the size of the business and policies have been tailored accordingly.

This statement was approved by the Board of Navigator Global Investments Limited on 9 August 2018.

The Corporate Governance section of Navigator's website (www.navigatorglobal.com.au) contains the following:

Charters



Board Charter



Audit & Risk Committee



Remuneration & Nominations Committee

Policies



Director Code of Conduct



Employee Code of Conduct



Trading



Continuous Disclosure



Shareholder Communications

Summary policy information



External Auditor



Risk Management



Diversity

This Corporate Governance Statement has been structured to follow the CGPR 3ed as follows:

Principle 1: Lay solid foundations for management and oversight	How Navigator has established the respective roles and responsibilities of its Board and management, and how their performance is monitored and evaluated.
Principle 2: Structure the Board to add value	How Navigator has determined the size, composition, skills and commitment for its Board to enable it to discharge its duties effectively.
Principle 3: Act ethically and responsibly	How Navigator promotes ethical and responsible behavior throughout the organisation.
Principle 4: Safeguard integrity in corporate reporting	The processes which Navigator has in place to independently verify and safeguard the integrity of its corporate reporting.
Principle 5: Make timely and balanced disclosure	How Navigator manages its obligations to make timely and balanced disclosure of all matters concerning it that a reasonable person would expect to have a material effect on the price or value of its securities
Principle 7: Recognise and manage risk	How Navigator respect the rights of its security holders by providing them with appropriate information and facilities to allow them to exercise those rights effectively.
	Navigator's risk management framework, and the effectiveness of that framework is reviewed periodically.
Principle 8: Remunerate fairly and responsibly	How Navigator structures director remuneration sufficient to attract and retain high quality directors, and designs its executive remuneration to attract, retain and motivate high quality senior executives and to align their interests with the creation of value for security holders.

References to the relevant principles are identified throughout the Corporate Governance Statement in these boxes:

Ref

Principle 1: Lay solid foundations for management and oversight

Board and management roles and responsibilities

1.1

The Board is accountable to shareholders for Navigator's strategic direction, business operations and performance. The role and responsibilities of the Board are set out in the Board Charter.

Matters reserved to the Board and those delegated to committees and management are set out in the Board Charter, the relevant Board Committee Charter and the Delegated Authority Policy. The Board has retained all authority required by the law, and powers which are specifically reserved for the Board include:

- approving the strategic direction and significant corporate initiatives of the Group;
- approving the annual budget, annual and interim financial reports;
- monitoring the effectiveness of risk management and compliance arrangements, including ensuring appropriate internal controls are in place and are operating effectively;
- setting capital management policies, including determining dividends to be paid;
- appointing and removing the Chairman, Chief Executive Officer ('CEO') and Company Secretary;
- establishing Committees of the Board; and
- assessing Board composition, performance and remuneration.

The Board has delegated the responsibility for the day to day operation and administration of the Group to the CEO and other officers and executives of the Group (collectively "management").

Management is specifically responsible for:

- leading, in conjunction with the Board, the development and implementation of strategy;
- assessing principal risks and ensuring that these risks are being monitored and managed;
- ensuring effective internal controls and management information systems are in place;
- communicating effectively with shareholders, employees, other stakeholders and the public; and
- ensuring that Directors are properly informed.

Management must consult with the Board on matters that are sensitive, extraordinary, of a strategic nature or are otherwise outside their delegated authority limits.

Board composition

1.2

The Company's Constitution provides that there must be a minimum of three and a maximum of nine directors. The Board currently comprises five Directors, three of whom are independent Non-Executive Directors, one of whom is a Non-Executive Director and one of whom is the CEO and Executive Director.

The Board seeks to maintain a balance of skills, knowledge and experience to direct and oversee the activities of the Group. Each Director's background, date of appointment and attendance at Board and Committee meetings are set out in the Director's Report which forms part of the Annual Report. Annual Reports are available at <http://www.navigatorglobal.com.au/site/company-updates-reports/financial-reports>.

Appointment, election and re-election of Board members

The Remuneration and Nominations Committee oversees the process of identifying potential Board candidates.

In the event the Company is seeking to appoint a new Director, the Remuneration and Nominations Committee may obtain the assistance of a specialist recruitment consultant to assist in identifying suitably qualified candidates, and to ensure a broad range of qualified candidates is identified for the selection process.

Once identified, candidates are assessed through interviews and checks are conducted into the person's character, experience, education, criminal record and bankruptcy history before they are appointed as a Director.

In accordance with the requirements of the Company's Constitution, a specified number of Directors are required to retire each year, and may nominate themselves for re-election. As the Board currently has five members, and the CEO as Managing Director is exempt from the re-election requirement, each of the remaining Directors retires and is re-elected at the annual general meeting every two years.

In putting forward a Director for election or re-election the Company will provide shareholders with all material information in its possession that is relevant to the decision as to whether or not to elect or re-elect a Director is provided to shareholders in the explanatory notes accompanying the notice of meeting for the annual general meeting at which the election or re-election is to be considered. Along with any other material information which is considered relevant to the Director's election or re-election, the information provided to shareholders includes:

- biographical details, including their relevant qualifications, experience and skills;
- whether the Director is considered to be an independent Director;
- details of any interest, position, association or relationship that may influence or be perceived to influence the independence or ability to act in the best interests of the Company of that Director; and
- the date of appointment of the Director.

Terms and conditions of the appointment for each Non-Executive Director is set out in a letter of appointment.

The CEO, as an Executive Director, and other senior executives are subject to a service contract which outlines the terms of their employment, including roles and responsibilities.

1.3

The Company Secretary

1.4

The Company Secretary is accountable directly to the Board, through the Chairman, on all matters to do with the proper functioning of the Board.

The role of the Company Secretary is to:

- advise the Board and its Committees on governance matters
- organise for an agenda to be drawn up for each meeting
- coordinate the agenda and distribution of Board papers prior to each meeting
- draft the minutes of the meetings and distribute to the Board for approval
- maintain the Board's secretariat files

Evaluating Board performance

1.6

The Board Charter requires that the Board should review its own performance, the performance of its standing committees, and the performance of individual Directors every two to three years. The Board has delegated responsibility for these reviews to the Remuneration and Nominations Committee, which has the discretion to engage an external consultant to facilitate this review.

In August 2017 the Remuneration and Nominations Committee undertook a performance review in accordance with this process. This review was facilitated by the Chairman through a combination of written and oral communications. In undertaking this review, the Remuneration and Nominations Committee considered the following performance criteria:

- Role clarity
- Strategy
- CEO/Senior Management team oversight
- Monitoring
- Risk management
- Compliance
- Policy framework
- Networking
- Stakeholder communication
- Decision making
- Effective governance
- Board dynamics
- Meeting processes
- Committee structure

It was assessed that the Board, committees and individual Directors performed satisfactorily across all the above areas.

Diversity

1.5

The Group recognises the value of attracting and retaining employees with different backgrounds, knowledge, experience and abilities. The Remuneration and Nominations Committee is responsible for overseeing the Company's strategies on diversity, including annual monitoring of the Company's achievements against diversity objectives.

The following measurable objectives relating to gender diversity were adopted by the Board for the 2018 financial year:

- have an appropriately diverse and skilled workforce and Board, appointed on merit, which will support the Group's achievement of its business objectives;
- foster a corporate culture characterised by inclusive practices and behaviours for the benefit of all employees and Directors; and
- support a work environment that values contributions of employees and Directors with diverse backgrounds, experiences and perspectives through improved awareness of the benefits or workplace diversity.

The Remuneration and Nominations Committee has assessed these objectives and confirms that, where applicable, these objectives have been achieved.

The Company is not a 'relevant employer' under the Workplace Gender Equality Act. The Group's US subsidiaries are required to comply with US employment law. Where possible and practicable, Lighthouse has sought to achieve the objectives and operate in accordance with the spirit of the Group's diversity policy.

Gender diversity within the Group

As at 30 June 2018	Male	Female	Total	% Female
Total Employees ⁽¹⁾	65	25	90	28%
Senior Executive ⁽¹⁾	4	1	5	20%
Board ⁽²⁾	5	-	5	0%

⁽¹⁾ Total includes Sean McGould as an Executive Director but excludes Navigator Non-Executive Directors.

⁽²⁾ Includes Directors of Navigator Global Investments Limited.

Senior executive performance

1.7

Performance appraisals are conducted at least annually for employees, including senior executives. The performance of the CEO is assessed on their contribution to operating results, business functionality and strategic goals.

The performance and remuneration of the CEO and the other senior executives were reviewed during the reporting period as follows:

- Sean McGould's performance was not formally reviewed, however, as an Executive Director, Sean McGould regularly participated in Board meetings, exchanged information with other Directors and received informal feedback, particularly through regular communication with the Chairman outside of board meetings.
- Amber Stoney's (CFO and Company Secretary) performance was reviewed by Michael Shepherd, Chairman of Navigator Global Investments Limited.
- Other executives participate in an annual performance appraisal process conducted by the CEO.

Key corporate governance charters, policies and documents

Charters

Board Charter
 Remuneration and Nominations Committee Charter
 Audit and Risk Committee Charter

Policies

Delegated Authority Policy
 Diversity Policy

Other documents

AGM Notice of Meeting
 Annual Reports

Principle 2: Structure the Board to add value

Board independence

2.3

The Board is currently comprised of five Directors, a majority of which are independent:

Name	Position	Independent	Date of appointment	Length of service
Michael Shepherd	Chairman and Non-Executive Director	✓	16 December 2009	8.5 years
Fernando Esteban	Non-Executive Director	✓	18 June 2008	10 years
Randall Yanker	Non-Executive Director	✓	14 October 2014	3.7 years
Andrew Bluhm ¹	Non-Executive Director	X	17 October 2012	5.7 years
Sean McGould ²	CEO and Executive Director	X	3 January 2008	10.5 years

2.4

2.5

¹ Mr Bluhm is not considered to be independent as a result of his director-related entity significant shareholdings in the Group.

² Mr McGould is not considered to be independent as a he is an executive of the Group and a significant shareholder.

Board skills matrix

2.2

The following table sets out the key skill areas of the Directors that the Board considers to be most relevant to the needs of the Company and the extent to which they are represented on the Board and Committees. A summary of the Directors' skills and experience as at the end of the reporting period is set out below:

Skills and experience	Board	Audit & Risk Committee	Remuneration & Nominations Committee
	5 Directors	3 Directors	3 Directors
Leadership			
Success at a senior executive level during their career	5	3	3
Strategy			
Ability to critically assess strategic opportunities and threats to the Group, and to develop strategies in the context of business objectives and regulatory requirements.	5	3	3
Governance			
A commitment to operating with high standards of governance and integrity throughout the Group.	5	3	3
Financial services industry			
Senior executive experience in financial services, in particular investment management, hedge funds and global product distribution.	5	3	3
Financial acumen			
Senior executive or equivalent experience in financial accounting and reporting, capital structure and internal financial controls	4	3	2
Risk and compliance			
A knowledge of legal and regulatory requirements impacting the Company, and an ability to identify and assess business risks, and to monitoring the effectiveness of risk management functions.	3	2	2
Human resources			
An understanding of the importance of organisational culture, experience in establishing or evaluating remuneration frameworks and policies for promoting appropriate behaviour and results.	5	3	3

Remuneration and Nominations Committee

2.1

The Board has established a Remuneration and Nominations Committee whose role is to advise the Board on matters relating to the remuneration of the Directors, the CEO and other senior executives of the Company and on matters relating to the composition and performance of the Board. The Remuneration and Nominations Committee Charter is available on the Company's website.

The members of the Remuneration and Nominations Committee are:

- Michael Shepherd (Chairman),
- Fernando Esteban; and
- Randall Yanker.

The Chairman of the Remuneration and Nominations Committee is Michael Shepherd, who is also Chairman of the Board of Directors

All of the members of the Remuneration and Nominations Committee are independent

The qualifications and experience of each member of the Remuneration and Nominations Committee are set out in the Company's Annual Report

The number of times the committee met throughout the period and the individual attendances of the members at those meetings is set out in the Company's Annual Report.

Induction of new Directors

2.6

The Company undertakes an induction process for new Directors, which includes educating Directors in relation to the Navigator Group's operations, personnel, strategy, regulatory responsibilities and corporate governance policies and requirements.

New Director appointments occur on a relatively infrequent basis, and as such the relevant induction materials are reviewed and updated at the time of appointment before being presented to the new Director.

Directors are encouraged to interact with management to gain a better understanding of business operations. They are expected to maintain their skills and knowledge required to discharge their obligations in relation to the Group. The Company will facilitate appropriate professional development opportunities if and when required.

Key corporate governance charters, policies and documents

Charters	Policies	Other documents
Board Charter		Annual Reports
Remuneration and Nominations Committee Charter		New Director induction materials

Principle 3: Act ethically and responsibly

Codes of Conduct

3.1

The Company is committed to ensuring that the highest standards of honesty, integrity, ethics and legality are upheld and enforced.

The Group has adopted both a Directors' and an Employees' Code of Conduct to be followed by all Group employees and officers. Failure to comply with the Codes is considered a serious matter.

The objective of the Employee and Director Codes of Conduct is to provide Directors and employees with guidelines to be followed in performing their duties, to ensure the achievement of the highest possible standards in the discharge of their obligations, and ensure officers and employees have a clear understanding of best practice in corporate governance. The aim to

- communicate the expected standards of behaviour to ensure confidence is maintained in the Group's integrity;
- communicate Directors' and employees' responsibilities to shareholders, clients, fellow employees and other relevant stakeholders; and
- protect the interests of shareholders, employees and other relevant stakeholders.

The Codes of Conduct are available on the Company's website.

Conflicts of interest

Directors have a duty to avoid conflicts of interest between the best interests of the Company and their own personal or commercial interests. Every Director must be aware of both actual and potential conflicts of interest.

Directors are required to declare any events or circumstances that may create a conflict between their personal interests and those of the Company, or which may affect (or be perceived to affect) their ability to exercise independent judgement.

If a conflict or perceived conflict arises, a Director is required to leave the meeting and take no part in any discussion or decision-making regarding the matter unless in accordance with the Corporations Act 2001.

Trading policy

The Group has a trading policy that sets out the circumstances in which the Group's Directors and employees may trade in the Group's securities.

The Trading Policy sets out the processes which Directors and employees are required to follow if they wish to trade in the Group's securities, including the imposition of trading windows, restrictions, pre-approval and notification requirements. The Trading Policy prohibits any dealing when they are in possession of price-sensitive information that is not generally available to the market.

The Trading Policy has been lodged with the ASX and is available on the Company's website.

Key corporate governance charters, policies and documents

Charters

Policies

Other documents

Directors' Code of Conduct
Employee Code of Conduct
Trading Policy

Employee Handbooks

Principle 4: Safeguard integrity in corporate reporting

Audit and Risk Committee

4.1

The Board has established an Audit and Risk Committee whose role is to assist the Board in discharging its oversight responsibilities in relation to the integrity of the Company's financial reporting and the Company's risk management systems. The Audit and Risk Committee Charter is available on the Company's website.

The Audit and Risk Committee has three members, all of whom are Non-Executive Directors and a majority of whom are independent Directors.

The members of Audit and Risk Committee are:

- Fernando Esteban (Chairman) – independent Non-Executive Director,
- Michael Shepherd – independent Non-Executive Director;
- Andrew Bluhm – Non-Executive Director.

Fernando Esteban is the Chairman of the Audit and Risk Committee, and is an independent Director who is not the Chairman of the Board.

The qualifications and experience of the Audit and Risk Committee members is set out in the Company's Annual Reports.

The number of times the Audit and Risk Committee met throughout the period and the individual attendances of the members at those meetings is set out in the Company's Annual Reports.

External auditor

4.2

The Audit and Risk Committee is responsible for recommending to the Board the appointment and removal of the external auditor. The independence and effectiveness of the external auditor is reviewed regularly, including ensuring that external audit partners are rotated in accordance with relevant statutory requirements.

During 2017 the Audit and Risk Committee conducted a competitive tender of external audit services, and recommended to the Board that Ernst & Young be appointed as the new independent external auditor of the Company. This appointment as auditor became effective after receiving shareholder approval at the Company's Annual General Meeting on 3 November 2017.

The external auditors are invited to attend Audit and Risk Committee meetings when the Group's financial reports are being considered or where relevant items are on the meeting agenda.

Group financial report preparation processes

Before approving the annual and interim financial statements, the Board receives the following declarations from the CEO and Chief Financial Officer ('CFO'):

- The financial records have been properly maintained;
- The financial statements and associated notes:
 - comply in all material respects with the Accounting Standards;
 - give a true and fair view, in all material respects, of the Group's financial position and performance; and
- In making the above declarations the CEO and CFO have satisfied themselves that:
 - the Group has a sound system of risk management and internal compliance and control, and that the risk management, internal compliance and control systems operate effectively and efficiently in all material respects.

4.3

Auditor attendance at AGM

The Company's external auditor attends the Annual General Meeting and is available to answer questions from shareholders relevant to conduct of the audit, the Audit Report, the accounting policies adopted by the Group in preparing the financial statements and the independence of the auditors.

Key corporate governance charters, policies and documents

Charters

Audit and Risk Committee Charter

Policies

Shareholder Communication Policy
External Auditor Policy

Other documents

Annual Reports

Principle 5: Make timely and balanced disclosure

Continuous disclosure

5.1

The Company is committed to complying with its continuous disclosure obligations pursuant to the Corporations Act and the ASX Listing Rules. In this regard, the Company has a Continuous Disclosure Policy which sets out the procedures for:

- identifying material price sensitive information;
- reporting such information to the Company Secretary for review;
- complying with continuous disclosure obligations under the Corporations Act and ASX Listing Rules;
- identifying the Company Secretary as the senior officer nominated by the Board to have responsibility for ensuring the Company complies with continuous disclosure requirements; and
- oversight and monitoring of disclosure of information to the ASX, analysts, brokers, shareholders, investors, the media and the public.

The Continuous Disclosure Policy applies to every Director, officer and employee.

Our policy is to provide equal and timely access to price sensitive information, and to adopt practices to prevent selective disclosure of materially price sensitive information and treats all stakeholders on an equal and fair basis. Results of shareholder meetings, presentations or other information updates are released to the market via the ASX if they contain information that may be price sensitive and is not already publicly available.

We encourage shareholders to receive information electronically as this provides for a timelier dissemination of information, as well as being more cost effective and better for the environment.

The Company's Continuous Disclosure Policy and Shareholder Communications Policy are available on the Company's website.

Key corporate governance charters, policies and documents

Charters	Policies	Other documents
	Continuous Disclosure Policy	Annual Reports
	Shareholder Communication Policy	ASX Announcements

Principle 6: Respect the Rights of Security Holders

Provision of information to shareholders

6.1

Providing shareholders with balanced and understandable information about the Group's business and performance is an important priority. The Company recognises that shareholders, potential shareholders and other interested stakeholders may wish to obtain information about the Company from time to time. We support open communications with shareholders as this provides access to information to make informed assessments of the Group's performance and future prospects.

Information is regularly communicated to shareholders through:

- announcements to the ASX in accordance with our continuous disclosure obligations;
- financial results and results briefings;
- the annual and interim financial reports;
- the annual general meeting;
- briefings and presentations to institutional shareholders and analysts; and
- the Company website at www.navigatorglobal.com.au.

Investor relations

The Group has an investor relations program which has been designed to facilitate effective two-way communication with investors. The program includes interim and annual results briefings, the ability to submit questions via the website and a formal process for submission of questions to be answered at the Annual General Meeting.

6.2

Shareholder participation at meetings

The Group recognises the importance of shareholder interaction and supports the principle of participation. The Group holds interim and annual results briefings and interested stakeholders are encouraged to participate either in person or by teleconference. A copy of the briefing is disclosed on the ASX prior to the meeting, and those participating in the briefing have an opportunity to ask questions

6.3

The Notice of Annual General Meeting is posted on the Group's website and either emailed or mailed to shareholders. In addition, shareholders are invited to submit questions about or make comments on, the management and performance of the Group. The Board encourages shareholders to attend the Annual General Meeting or to appoint a proxy to vote on their behalf if they are unable to attend. Prior to commencement of the Annual General Meeting, the formal address by the Chairman, and where applicable the CEO, are lodged with the ASX.

Electronic communications

Electronic communication is encouraged with both the Company and its share registry. Shareholders may elect to receive the following information electronically from the share registry:

6.4

- Annual Reports;
- dividend statements;
- notices of meetings and proxy forms (including the ability to submit votes online); and
- other general communications

Shareholders can access information about their shareholding via the share registry website (www.linkmarketservices.com.au) and can make or request changes to their account.

Key corporate governance charters, policies and documents

Charters

Policies

Other documents

Shareholder Communication Policy

Company Website

Notice of Annual General Meeting

Share Registry Website

Principle 7: Recognise and manage risk

Risk Management Framework

7.2

The Company's risk management framework is outlined in its Risk Management Policy, a summary of which is available on the Company's website. The framework supports a structured and focussed approach to identifying, managing and reviewing risks to complement the strategies adopted to achieve the corporate objectives of the Group.

The Audit and Risk Committee has been delegated the responsibility for reviewing the Group's risk framework annually to satisfy themselves that it remains effective and that it continues to be relevant. Any material changes to the identified risks, or processes for managing these risks, are reported to the Board. A review of the risk management framework was conducted during the 2018 financial year.

Material economic, environmental and social sustainability risks

7.4

The Group operates in global financial markets, and therefore has an inherent material economic risk exposure to global market volatility. Market risks impact the Group both directly, through potential adverse impacts on the Group's earnings and balance sheet, as well as indirectly through investment losses to clients which may have adverse consequences on the Group's Assets Under Management.

The table below identifies what the Board considers to be the Group's material risk exposures. Reputational risk is considered to be an overarching risk where the Group could sustain damage to its reputation from adverse consequences arising from one or more of the below risks:

Risk Type	Identified Risk
Economic	
Strategic execution	Adverse impact to revenue and profitability from making poor strategic decisions or failure to effectively implement strategic objectives.
Investment underperformance	Sustained underperformance of client investment strategies leading to loss of clients and inability to attract new clients.
Client concentration risk	Loss of revenue resulting from a loss of a material client or clients.
Regulatory / compliance	The risk of financial loss to clients or the Group resulting from non-compliance with multi-jurisdictional laws, regulations or contracts.
Outsourcing	The risk of loss from failing to manage key outsourced service providers whereby services provided by external parties are not conducted in accordance with service level agreements.
Operational	The risk of loss arising from inadequate or failed internal processes, people or systems, or from external events.
Information security	The risk of financial loss the Group or its clients from the loss or disclosure of sensitive or proprietary information resulting from the unauthorised or illegal use of information systems, including cyber-crime.
Information systems	The risk of operating disruption or financial loss from the failure of key information systems.
Insurance risk	The risk of financial loss suffered by the Group for an uninsured or under insured event.
Social	
Unethical conduct	Loss of confidence by clients, regulators and shareholders through conduct of Group officers or employees which is not consistent with the Group's core values to act with integrity in its dealings with other parties.
Dependency on key personnel	Loss of key personnel, in particular the CEO, which may lead to an adverse effect on business growth and/or the retention of existing clients.
Attraction and retention of talent	The risk of being unable to hire or retain individuals highly skilled individuals, contributing to a significant loss or expertise, corporate knowledge and relationships with existing clients.

Given the size and nature of the Group's business and operations it does not have any material environmental risks.

The Company manages the above risks in accordance with the risk management framework established by its Risk Management Policy.

Internal audit function

7.3

The Company does not have an internal audit function, as the Board has assessed that it is not considered necessary given the current size and nature of the Group’s operations.

The Group’s main operating entity is regulated by the SEC as a registered investment manager, and has in place a dedicated internal compliance function with responsibility for testing that compliance processes are in place and operating effectively to meet multi-jurisdictional regulatory requirements.

The Group may engage external specialist consultants to review and test key systems, operating controls and compliance measures as and when considered necessary.

Audit and Risk Committee

7.1

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The qualifications and experience of the Audit and Risk Committee members is set out in the Company’s Annual Reports.

The number of times the Audit and Risk Committee met throughout the period and the individual attendances of the members at those meetings is set out in the Company’s Annual Reports.

Key corporate governance charters, policies and documents		
Charters	Policies	Other documents
	Risk Management Policy	Risk Register

Principle 8: Remunerate fairly and responsibly

Remuneration Policies and Practices

8.2

The policies and practices regarding the remuneration of Non-Executive Directors and the remuneration of Executive Directors and other senior executives is included in the 'Remuneration Report' which is contained in the Annual Report and is available on the Company's website.

Equity-based remuneration scheme

8.3

The Group does not currently have any equity-based remuneration schemes in place. The Company has a Trading Policy which includes a prohibition on Directors and employees entering into transactions which limit the economic risk of participating in an equity-based remuneration scheme should there be such a scheme in place. The Trading Policy has been lodged with the ASX and is available on the Company's website.

Remuneration and Nominations Committee

8.1

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Key corporate governance charters, policies and documents		
Charters	Policies	Other documents
Remuneration and Nominations Committee Charter	Remuneration Policy Securities Trading Policy	Remuneration Report contained in the Annual Report