

### **3. RISK MANAGEMENT POLICY**

#### **3.1 Introduction**

Anteo Diagnostics Limited (“**Company**”) and its related bodies corporate (collectively “**Group**”) aim to maintain a sound system of risk oversight and management and internal control. The Company views risk management as integral to its objective of effective management of its assets and creating and maintaining shareholder value. The Company’s Policy provides the framework to manage the risks associated with its activities. It is designed to identify, assess, monitor and manage risk.

#### **3.2 Risk Profile**

The identification and effective management of risks is critical in achieving the Company’s corporate goals. The Company focuses on effective management of the following material risks:

- . business risks;
- . operating risks;
- . economic and financial risks;
- . organisational risks;
- . corporate risks;
- . environment and sustainability risks;
- . occupational health and safety risks.

#### **3.3 Policy**

The Company believes that risk should be managed on a continuous basis and optimises its ability to achieve business objectives by maintaining a system that assists appropriate management and provides early warning of risks.

The Company identifies, assesses, monitors and manages risk throughout the organisation in accordance with the Company’s Risk Action Plan.

#### **3.4 Risk Process Elements**

Through the Risk Action Plan, the Company has implemented a comprehensive risk management program to manage its business risks.

The elements of the risk management program are:

##### **1. Oversight of the Risk Management System**

The Board is responsible for overseeing the risk management framework.

##### **2. Risk Profile**

To ensure key risks are identified and analysed, the Company:

- . defines risks in the context of the Group’s strategy;
- . prepares risk profiles including a description of the material risks, the risk level and action plans used to mitigate the risk;
- . regularly reviews and updates the risk profiles.

### **3. Risk Management and Compliance and Control**

The identification and proper management of risk within the Group is an important priority of the Board and senior management. In developing a culture of risk management, each manager is responsible for appropriate responses to manage risk, aided by the risk action plans. To enable this, the Company:

- . has implemented a systematic process to assist in the identification, assessment, treatment and monitoring of risks;
- . provides the necessary tools and resources to management and staff to support the effective management of risks;
- . reviews and communicates risk management best practice on a regular basis.

### **4. Assessment of Effectiveness**

The Company assesses the effectiveness of its Risk Action Plan through a well structured continuous improvement process to ensure risks and controls are continually monitored and reviewed. This includes appraisal of risk owners actions taken to manage risks.

### **5. Reporting**

The Company ensures the Audit & Risk Committee and Board are adequately informed of significant risk management issues and the actions undertaken to manage risks on a regular basis.

The Company will disclose to shareholders annually in its end of financial year reports whether the Company has any material exposure to economic, environmental and social sustainability risks and, if it does, what those risks are and how it manages or intends to manage those risks.