



2016 Compliance Policy

VERSION 3

Calibre Group Limited
ABN 44 100 255 623

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APPROVED BY 
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COMPLIANCE POLICY

At Calibre we have a responsibility to identify and comply with all relevant obligations relating to the operations and governance of the Group and we require our employees and business partners to do likewise.

Compliance means “adhering to the requirements of laws, industry and organisational standards and codes, principles of good governance and accepted community and ethical standards” (Australian Standard AS 3806).

Calibre will maintain the highest standards of diligence in all areas of accountability, through its policies, in meeting its legal obligations, in the promotion of a compliance culture and in the maintenance of the compliance program.

The compliance program aims to prevent, and where necessary, identify and respond to, non-compliance with Calibre’s obligations. An important priority for the compliance program is to encourage a culture of valuing compliance with obligations, consistent with the profile of a good corporate citizen.

Calibre’s commitment to compliance is demonstrated by:

- sponsorship and support from the Board Audit, Business Risk and Compliance Committee for compliance activities;
- active engagement of senior management in identification and management of compliance issues and risks;
- education and awareness of existing and developing compliance obligations;
- provision of advice and assistance on compliance related matters; and
- mechanisms to measure compliance and facilitate reporting of compliance breaches.