



# Audit Committee Charter

**Plexus Healthcare Ltd**

ACN 634 399 474

## 1. Introduction

- 1.1 The Audit Committee is a committee of the Board of directors of the Company (**Board**).
- 1.2 The Board established the Audit Committee under the Company's constitution.
- 1.3 This charter sets out the scope of the Audit Committee's responsibilities in relation to the Company.
- 1.4 The role of the Audit Committee is not an executive role.
- (c) assessing any significant estimates or judgments in the financial reports by:
    - (i) querying the relevant representatives of the Company as to how they were made; and
    - (ii) querying the external auditors as to how they concluded that those estimates were reasonable;
  - (d) reviewing compliance with all related party disclosures required (where applicable) by accounting standards and the *Corporations Act 2001* (Cth) (**Corporations Act**);

## 2. Objective

The objectives of the Audit Committee are to:

- (a) help the Board achieve its objective in relation to:
    - (i) financial reporting;
    - (ii) the application of accounting policies;
    - (iii) legal and regulatory compliance; and
    - (iv) internal risk control and management systems;
  - (b) maintain and improve the quality, credibility and objectivity of the financial accountability process;
  - (c) promote a culture of compliance;
  - (d) ensure effective communication between the Board and compliance representatives of the Company;
  - (e) provide a forum for communication between the Board and senior financial and compliance representatives of the Company;
  - (f) ensure effective internal and external audit functions and communication between the Board and the Company's external and internal auditors; and
  - (g) ensure compliance strategies and compliance function are effective.
- (e) assessing information from internal and external auditors that may affect the quality of financial reports (for example, actual and potential material audit adjustments, financial report disclosures, non-compliance with laws and regulations, and internal control issues);
  - (f) reviewing any half-yearly and annual financial reports (including those prepared on a consolidated basis) with the relevant representatives of the Company, advisers and the internal and external auditors (as appropriate) to assess (among other things):
    - (i) the compliance of accounts with accounting standards and the Corporations Act; and
    - (ii) the nature and impact of any changes in accounting policies during the applicable period;
  - (g) discussing any draft audit opinion letter with the external auditors before it is finalised;
  - (h) receiving any management letters from the external auditors;
  - (i) recommending for adoption by the Board interim and final financial reports and the annual report;
  - (j) reviewing documents and reports to regulators and recommending to the Board their approval or amendment; and
  - (k) following up on any matter raised by the Board regarding financial reports, audit opinions and management letters.

## 3. External financial reporting

- 3.1 The Audit Committee is responsible for:
- (a) assessing the appropriateness and application of the Company's accounting policies and principles and any changes to them, so that they accord with the applicable financial reporting framework;
  - (b) obtaining an independent judgement from the external auditor about:
    - (i) the acceptability and appropriateness of accounting policies and principles put forward by management; and
    - (ii) the clarity of current or proposed financial disclosure practices as put forward by management;

## 4. Risk management and internal control

The Audit Committee is responsible for:

### 4.1 Risk Management and internal compliance and control systems

- (a) overseeing the establishment and implementation of risk management and internal compliance and control systems and ensuring there is a mechanism for assessing the efficiency and effectiveness of those systems;
- (b) approving and recommending to the Board for adoption policies and procedures on risk oversight and management to establish an effective and efficient system for:
  - (i) identifying, assessing, monitoring and managing risk; and
  - (ii) disclosing any material change to the risk profile;
- (c) regularly reviewing and updating the risk profile;
- (d) assessing the adequacy of the internal risk control system with the relevant representatives of the Company and internal and external auditors;
- (e) monitoring the effectiveness of the internal risk control system;
- (f) ensuring the risk management system takes into account all material risks, including risks arising from:
  - (i) implementing strategies (strategic risk);
  - (ii) operations or external events (operational risk);
  - (iii) legal and regulatory compliance (legal risk);
  - (iv) changes in community expectation of corporate behaviour (reputation risk);
  - (v) a counterparty's financial obligations within a contract (credit risk);
  - (vi) changes in financial and physical market prices (market risk); and
  - (vii) being unable to fund operations or convert assets into cash (liquidity risk);
- (g) assessing if the Company has controls in place for transactions requiring Board approval and any potential transactions that may carry more than an acceptable degree of risk;

### 4.2 Key Financial risk

- (a) assessing and prioritising the areas of greatest potential financial risk, including:
  - (i) safeguarding assets;
  - (ii) litigation and claims;
  - (iii) non-compliance with laws, regulations, standards and best practice guidelines that may result in significant financial loss;
  - (iv) important judgements and accounting estimates; and
  - (v) maintenance of proper accounting records;
- (b) assessing the internal process for determining areas of greatest potential financial risk;
- (c) assessing and monitoring the management of areas of greatest potential financial risk;
- (d) reporting to the Board on the adequacy of the financial risk management;

### 4.3 Legal and regulatory risk

- (a) assessing and prioritising the areas of greatest legal and regulatory risk;
- (b) assessing the internal process for determining, monitoring and managing areas of greatest legal and regulatory risk;
- (c) receiving reports from management of any actual or suspected fraud, theft or other breach of the law;
- (d) monitoring compliance with legal and regulatory obligations;
- (e) reporting and making recommendations to the Board regarding:
  - (i) the management of areas of greatest legal and regulatory risk (including fraud and theft); and
  - (ii) compliance with legal and regulatory obligations;
- (f) receiving and reviewing reports from compliance representatives of the Company;

#### 4.4 Disclosure and reporting

- (a) ensuring management establishes a comprehensive process to capture information that must be disclosed to the financial market operated by NSX Limited;
- (b) reviewing the Company's processes for ensuring and monitoring compliance with laws, regulations and other requirements relating to the external reporting of financial and non-financial information (including, among other things, preliminary announcements, interim reporting, open or one-on-one briefings and continuous disclosure);
- (c) assessing the Company's processes for ensuring non-financial information in documents (both public and internal) does not conflict inappropriately with financial reports and other documents;
- (d) assessing internal control systems relating to the release of potentially adverse information; and
- (e) reviewing for completeness and accuracy the reporting of corporate governance practices in accordance with the NSX Listing Rules.

### 5. External audit

5.1 The Audit Committee is responsible for:

- (a) approving and recommending to the Board for acceptance, the terms of engagement with the external auditor at the beginning of each year;
- (b) regularly reviewing with the external auditor:
  - (i) the scope of the external audit;
  - (ii) identified risk areas; and
  - (iii) any other agreed procedures;
- (c) approving and recommending to the Board for adoption, policies and procedures for appointing or removing an external auditor, including criteria for:
  - (i) technical and professional competency;
  - (ii) adequacy of resources; and
  - (iii) experience, integrity, objectivity and independence;
- (d) recommending to the Board for approval, the appointment or removal of an external auditor based on those policies and procedures referred to in paragraph (c);
- (e) reviewing and assessing on a regular basis the compliance of the external auditor with criteria referred to in paragraph (c);
- (f) recommending to the Board the remuneration of the external auditor;

- (g) regularly reviewing the effectiveness and independence of the external auditor taking into account:
  - (i) the length of appointment;
  - (ii) the last dates lead engagement partners were rotated;
  - (iii) an analysis and disclosure of fees paid to external auditors, including the materiality of fees paid for non-audit services and the nature of those services; and
  - (iv) any relationships with the Company or any other body or organisation that may impair or appear to impair the external auditor's independence;
- (h) satisfying itself that the external auditor can do an effective, comprehensive and complete audit for the external auditor's set fee;
- (i) recommending to the Board for approval the types of non-audit services that the external auditor may provide without impairing or appearing to impair the external auditor's independence;
- (j) meeting periodically with the external auditors and inviting them to attend Audit Committee meetings to:
  - (i) review their plans for carrying out internal control reviews;
  - (ii) consider any comments made in the external auditor's management letter, particularly, any comments about material weaknesses in internal controls and management's response to those matters; and
  - (iii) make recommendations to the Board;
- (k) asking the external auditor if there have been any significant disagreements with management, whether or not they have been resolved;
- (l) monitoring and reporting to the Board on management's response to the external auditor's findings and recommendations;
- (m) reviewing all representation letters signed by management and ensuring information provided is complete and appropriate; and
- (n) receiving and reviewing the reports of the external auditor.

## 6. Internal audit

- 6.1 The Audit Committee is responsible for:
- (a) ensuring the external auditor does not provide internal audit services;
  - (b) overseeing the scope of the internal audit undertaken by the Company, including reviewing the internal audit team's mission, charter, qualifications and resources;
  - (c) reviewing and approving the scope of the internal audit plan and work programme;
  - (d) monitoring the progress of the internal audit work programme and considering the implications of the internal audit findings for the control environment;
  - (e) monitoring and reporting to the Board on the Company's responsiveness to internal audit findings and recommendations;
  - (f) evaluating the process for monitoring and assessing the effectiveness of the internal audit function;
  - (g) overseeing the liaison between the internal audit team and the external auditor;
  - (h) receiving and reviewing the internal audit team's reports; and
  - (i) ensuring the internal audit team reports directly to the Audit Committee.

## 7. Other responsibilities

- 7.1 The Audit Committee is responsible for:
- (a) overseeing the implementation of the Company's code of conduct for directors and assessing compliance with it;
  - (b) assessing and recommending to the Board for adoption the scope, cover and cost of insurance, including insurance relating to directors and officers liability, company reimbursement, professional indemnity, crime, special accident and trustees liability;
  - (c) if it considers appropriate, investigating any complaint or allegation made to it;
  - (d) reviewing and monitoring any related party transaction and recommending its approval; and
  - (e) ensuring the audit, risk management and compliance policies and procedures are adequately documented and that those documents are reviewed and updated for any legal and regulatory developments.

## 8. Audit Committee Composition

- 8.1 The Audit Committee should ideally comprise:
- (a) at least 3 directors;
  - (b) all non-executive directors who are financially literate (and at least one of whom is a financial expert); and
  - (c) all or a majority of independent directors.
- 8.2 The Audit Committee will appoint its chairperson. The Board will, if practicable, appoint an independent director to be chairperson of the Audit Committee and that person should not also be the chairperson of the Board.
- 8.3 The Audit Committee will appoint a secretary.
- 8.4 The Audit Committee should be of sufficient size, independence and technical expertise to effectively discharge its mandate.
- 8.5 Each member of the Audit Committee must be able to read and understand financial statements and at least one member must be a qualified accountant or other financial professional with experience of financial and accounting matters.
- 8.6 Each member of the Audit Committee should have an understanding of the industry in which the Company operates.
- 8.7 The Board will decide appointments, rotations and resignations within the Audit Committee having regard to the NSX Listing Rules and the Corporations Act.
- 8.8 An Audit Committee member may appoint an alternate and act by their alternate.

## 9. Audit Committee meetings

- 9.1 The Audit Committee will meet as often as it considers necessary.
- 9.2 The quorum for an Audit Committee meeting is 2 Audit Committee members.
- 9.3 Audit Committee meetings may be held by any technological means allowing its members to participate in discussions even if all of them are not physically present in the same place. A member who is not physically present but participating by technological means is taken to be present.
- 9.4 The Audit Committee may pass or approve a resolution without holding a meeting in accordance with the procedures (so far as they are appropriate) in section 248A of the Corporations Act.
- 9.5 The Audit Committee may invite other persons it regards appropriate to attend Audit Committee meetings.

## 10. Minutes of Audit Committee Meetings

- 10.1 The Audit Committee must keep minutes of its meetings.
- 10.2 Minutes of each Audit Committee meeting must be included in the papers for the next full Board meeting after each meeting of the Audit Committee, except if there is a conflict of interest.
- 10.3 Minutes must be distributed to all Audit Committee members, after the Audit Committee chairperson has approved them.
- 10.4 The agenda and supporting papers are available to directors upon request to the Audit Committee secretary, except if there is a conflict of interest.

## 11. Reporting to the Board

The Audit Committee chairperson must report the Audit Committee's findings to the Board after each Audit Committee meeting.

## 12. Access to information and independent advice

- 12.1 The Audit Committee may seek any information it considers necessary to fulfil its responsibilities.
- 12.2 The Audit Committee has access to:
  - (a) relevant representatives of the Company to seek explanations and information from management; and
  - (b) internal and external auditors to seek explanations and information from them, without those representatives being present.
- 12.3 The Audit Committee may seek professional advice from appropriate external advisers, at the Company's cost. The Audit Committee may meet with these external advisers without management being present.

### **13. Review and changes to this charter**

- 13.1 The Audit Committee will review this charter annually or as often as it considers necessary.
- 13.2 The Board may change this charter from time to time by resolution.

### **14. Approved and adopted**

- 14.1 This audit committee charter was approved and adopted by the Board on 28 May 2020.



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