

# Communications Policy

Approved 29 October 2009

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## 1. Introduction

Techniche Limited (“the Company”) is committed to the promotion of stakeholder confidence by ensuring that all stakeholders, market participants and the wider community are fully informed of its activities and performance. The Company is listed on the Australian Securities Exchange (“ASX”) and must comply with the Corporations Act and ASX Listing Rules.

The Company and its subsidiaries (collectively “the Group”) is committed to ensuring that all its communications are in plain, easily understood language. It will aim to ensure that stakeholders can find the information required, read it, understand it and use it in a useful and practical way.

This Communications Policy (“Policy”) has been adopted to ensure that trading in the Company’s securities takes place in an efficient, competitive and informed market.

## 2. Objectives

The purpose of this Policy is to:

- reinforce the Company's commitment to the continuous disclosure obligations by-law imposes and to describe the processes implemented to ensure compliance;
- outline the Company's communication strategy aimed at ensuring it provides timely and accurate information equally to all shareholders and market participants;
- outline the mechanisms used to communicate effectively with shareholders and to make it easier for them to communicate with the Company and to participate in general meetings.

## 3. Policy

### Continuous Disclosure

Fundamental to the Company’s Communication Strategy is to comply with the ASX continuous disclosure regime and implement best practice disclosure policy.

The Company’s Continuous Disclosure Policy requires the Company to immediately inform the market of any information, disclosure or major development related to the business of the Company which a reasonable person would expect to have a material effect on the price or value of its securities. The Company will do this by announcing the relevant information to the ASX.

The Board has appointed Authorised Spokespersons who are responsible for:

- receiving and reviewing information;
- determining what information must be disclosed; and
- ensuring that the Company complies with its disclosure obligations.

The Company’s Authorised Spokespersons are the Chairman, the Managing Director and the Company Secretary on matters authorised by the Board.

All communication with the ASX will be in accordance with the ASX Listing Rules. The Company Secretary is responsible for communications with the ASX. Information communicated with the ASX will also be placed on the Company’s website.

The Company’s Continuous Disclosure Policy is available on the Company’s website.

## **Communication with Shareholders and the Market**

### **Meetings**

Shareholder meetings represent an excellent opportunity for the Group to provide information to its shareholders. The Company encourages attendance at, and participation in, general meetings. The Company typically holds its annual general meeting in October/November of each year. The Board encourages full participation of shareholders at the Annual General Meeting to ensure a high level of accountability and understanding of the Group's strategy and goals.

The external auditor is required to attend the Annual General Meeting and is available to answer shareholder questions about:

- the conduct of the audit;
- the preparation and content of the auditor's report;
- the accounting policies adopted by the Group in relation to the preparation of the financial statements; and
- the independence of the auditor in relation to the conduct of the audit.

### **Website**

The Company's website plays a key role in the Company's communication strategy with shareholders and the market. All information released to the ASX will be posted on the Techniche website as soon as practicable after the ASX has confirmed that it has received the information.

The Company's website address is [www.tcnglobal.net/](http://www.tcnglobal.net/).

### **Briefings**

Media and investor and analyst briefings may be conducted if and when necessary. In these cases, the following protocols will apply:

- material information which is required to be disclosed pursuant to the Continuous Disclosure Policy will not be disclosed at these briefings unless it has been previously, or is simultaneously, released to the market;
- if material information is inadvertently released, the Company will immediately release it to the market via the ASX and place it on the Company website;
- questions at briefings that deal with material information that has not previously been disclosed will not be answered.

### **Annual Report**

The Company's Annual Report contains key financial information about the Company as well as operating and corporate information.

### **Authorised Spokespersons**

The Company will make authorised spokespersons available to shareholders and market participants. The Company's Authorised Spokespersons are the Chairman, the Managing Director and the Company Secretary or their delegates nominated for that purpose. The Group's employees authorised to make any public statement on behalf of or attributable to Techniche must first have the approval of the Chairman or the Managing Director.

### **Communication with Customers**

The Group is committed to effective communication with its customers. The Company will ensure that:

- customers are informed of the relevant activities of the Group; and
- the Group receives regular input from customers to ensure that it is fully responsive to their needs.

## **Communication with Employees**

Techniche recognises that its employees are central to the Group's success. In order to enable staff to fulfil their roles to the high standards required and to promote employee satisfaction, the Group must ensure effective communication. Effective communication with employees starts with their direct manager and with accessibility to senior management. Informal communication forms an important part of the process. In addition, the Group has adopted the following formal approaches to ensure that employees are informed of the activities of the Group.

### **Employee briefings**

The Group will from time to time conduct employee briefings to ensure that all staff are aware of activities within the Group. These briefings may be conducted by the Managing Director or an appropriate manager.

### **Electronic communication**

The Group's email system allows staff to communicate simply and easily with each other and with stakeholders and management. All staff have access to this system and are encouraged to use it to improve the flow of information and communication generally. The Group will use email to ensure a continued flow of the information and to communicate effectively with staff. Staff should feel free to communicate with any member of management by email.

### **Website**

The Company's website is an important communication tool for employees. It contains a range of information which relates to employees including relevant policies and codes, media and market announcements and presentations to shareholders, institutional investors and trading members. Employees are encouraged to view the website on a regular basis so that they can keep up to date with information concerning the Group.

## **Communication with Other Stakeholders**

The Company is committed to ensuring that all stakeholders regularly receive information about the Group and its activities. While individual briefings may be held with key stakeholders such as financiers, the principal means of ensuring that other stakeholders have access to information will be through the Company's website.

## **4. Disclosure**

The Board will make appropriate disclosure to shareholders in the Company's Annual Report of the key aspects of this Continuous Disclosure Policy, including explaining any departure from the best practice recommendations set out in the Australian Securities Exchange Corporate Governance Council Principles of Good Corporate Governance and Best Practice Recommendations.

**This policy was adopted by the Techniche Limited Board on 29 October 2009.**

The policy is also publicly available on the Company's website in a clearly marked Corporate Governance section.

Any questions relating the interpretation of this policy should be forwarded to the Company Secretary.