

GenusPlus Group Limited (**Genus**) is committed to identifying and managing risks and opportunities (**risks**) that may affect its workers, operations, stakeholders, and financial performance.

The objective of this policy is to protect Genus from significant losses and maintain its long-term sustainability, and it is intended to ensure that risks are identified, assessed, and addressed in a consistent and effective manner across the organisation.

Genus will establish a comprehensive risk management framework that encompasses all aspects of its operations, from strategic planning to day-to-day operations, and will be based on the following principles:

- **Risk identification:** Genus shall conduct comprehensive risk assessments to identify all potential risks that may affect its operations, financial stability, and reputation. These assessments shall be updated periodically to ensure that all new and emerging risks are identified.
- **Assessment:** After identifying potential risks, Genus shall assess their likelihood and potential impact. This assessment shall be based on Genus' risk appetite and shall take into account any legal, regulatory, or compliance requirements.
- **Mitigation:** Genus shall develop and implement risk mitigation strategies to reduce the likelihood and potential impact of identified risks. These strategies shall be reviewed periodically to ensure their effectiveness.
- **Monitoring:** Genus shall monitor all identified risks continuously to ensure that they are under control and that any emerging risks are addressed promptly. This monitoring shall be conducted at all levels of the organisation and shall include reporting to the Board of Directors.
- **Reporting:** Genus shall establish a reporting framework that ensures that all identified risks and their mitigation strategies are communicated to all stakeholders as required. The reporting shall be done on a regular basis and shall include any material changes in Genus' risk profile.
- **Accountability:** The responsibility for managing risks shall be clearly defined and assigned to specific individuals within the organisation. These individuals shall be held accountable for the effective management of risks in their respective areas of responsibility.
- **Training:** Genus shall provide regular training to all workers to ensure that they understand the risks associated with their roles and responsibilities and are aware of the risk management policy, standard and procedures.
- **Review:** Genus shall periodically review its risk management policy and framework to ensure that they remain relevant and effective in light of any changes in Genus' operations or external environment.

This policy is a critical component of Genus' overall governance framework. It provides the foundation for management of risks that could impact Genus. The policy shall be communicated to all stakeholders and shall be reviewed periodically to ensure its effectiveness.

A handwritten signature in blue ink that reads "D. Riches".

David Riches
Managing Director
GenusPlus Group
Date: 11/09/2024