



Group Enterprise Risk Appetite

Statement

STN-LGR-GNP-0002

1. Purpose

GenusPlus Group Ltd (**Genus** or **Company**) is committed to providing high-quality services to its clients while ensuring the safety of its workers, protecting the environment, and maintaining its reputation in the industry.

Genus recognises that risks are inherent in our business operations and has established a risk appetite framework to guide its decision-making process.

2. Introduction

The Board sets Genus' risk appetite, which is the amount of risk it is prepared to accept to achieve its strategic objectives. Genus recognises that we cannot eliminate all risks but strives to manage them effectively to achieve its business objectives.

The risk appetite statement:

- allows for a better understanding of Genus' strategic goals, culture, context, and sensitivity to risk;
- identifies different risks in different parts of the business; and
- informs the development of risk tolerances for various business activities and decisions.

Risk tolerances are the boundaries for risk taking. The risk appetite statement informs the development of risk tolerances for the Company and provides guidance on how the risk appetite statement is to be applied in everyday business activities and decisions.

Low-level risks are generally considered acceptable to Genus. However, this does not apply to certain areas such as safety of people, where Genus maintains a zero- tolerance approach to injuries and occupational illnesses.

While some level of risk is unavoidable or necessary to achieve business objectives, the potential impacts of proposed actions and decisions must be properly identified, assessed, communicated, and managed to ensure that risk exposure remains acceptable. Not all aspects of risk management can be formally documented and accordingly Genus relies on the skill, experience, and judgement of its personnel to make risk-based decisions that are reasonable, justifiable and aligned with corporate objectives.

The table in [Appendix 1](#) provides guidance for the relationship between risk appetite, risk tolerance and the adequate risk management approach.

3. Risk Appetite and Risk Tolerance

3.1. Risk Appetite

Genus' risk appetite is guided by the following principles:

a. Safety

Genus' highest priority is the safety of its employees, contractors, and the public. The Company has a zero-tolerance risk appetite for risks that may cause harm to people or the environment.

b. Compliance

Genus is committed to complying with all applicable laws, regulations, and industry standards. The Company has a low-risk appetite for non-compliance and takes all necessary steps to meet its legal and regulatory requirements.

c. Reputation

Genus values its reputation in the industry and is committed to protecting and maintaining it. The Company has a low-risk appetite for risks that may damage its reputation or adversely affect stakeholder confidence.

d. Financial

Genus operates to generate sustainable profits and has a moderate risk appetite for financial risks. The Company may take calculated risks to pursue growth opportunities but avoid risks that could materially jeopardise its financial stability.

e. Operational

Genus has a moderate risk appetite for operational risks. The Company proactively manages and mitigates risks that may impact service delivery, operational performance, or business opportunity.

3.2. Risk Tolerance

Genus' risk tolerance is defined as the level of risk the Company is willing to accept for each risk category and is aligned with its risk appetite. Risk tolerance is guided by the following principles:

a. Safety

Genus has zero tolerance for risks that may result in fatalities, injuries, or environmental damage.

b. Compliance

Genus has a low risk tolerance for non-compliance risks and does not accept risks that may result in legal or regulatory breaches, penalties or sanctions.

c. Reputation

Genus has a low risk tolerance for risks that may damage its reputation including risks that could result in negative publicity, loss of stakeholder trust, or adverse impacts on business relationships.

d. Financial

Genus has a moderate risk tolerance for financial risks. The Company accepts calculated financial risks to pursue growth opportunities but does not accept risks that could materially impair financial performance or stability.

e. Operational

Genus has a moderate risk tolerance for operational risks. The Company actively manages risks that may affect operational efficiency, service delivery, or performance outcomes.

4. Conclusion

Genus' risk appetite statement provides parameters for managing risks in a structured and consistent manner. Genus is committed to maintaining a balance between risk and reward and making informed decisions that align with its business objectives. The Company will review the risk appetite statement as required to ensure that it remains relevant and appropriate for its business operations.

5. Document Information

Rev	Date	Author	Approver	Details of Amendment
1	24/05/2023	SG	Board	Initial document
2	20/01/2025	SG	SG	Periodic review conducted with no changes.
3	09/03/2026	Maria Dude	SG/Board	Periodic review conducted minor amendments made to ensure Risk Appetite Statement aligns with the company branding.

6. Definitions & Abbreviations

Term	Definition
Board	The Board of GenusPlus Group Ltd
GNP	GenusPlus Group Ltd

7. Related Internal Documents

Document ID	Document Title
POL-LGR-GNP-0018	Group Enterprise Risk and Opportunity Management Framework
POL-LGR-GNP-0019	Group Enterprise Risk and Opportunity Management Policy
STN-LGR-GNP-0001	Group Enterprise Risk and Opportunity Management Standard
PRO-LGR-GNP-0001	Group Enterprise Risk and Opportunity Management Procedure

Appendix 1

Extent of Risk Appetite Risk Tolerance	Level	Risk Management Approach
High Appetite (Open)		
Genus is willing to operate in this area after carefully considering all options and selecting the most appropriate course of action that delivers an acceptable level of reward or value for money. A high appetite reflects willingness to accept risk in order to achieve innovation, growth, and improved outcomes.	High	Proceed Innovate
Medium Appetite (Acceptable)		
Genus will operate in this area once risks have been identified, assessed, and effectively mitigated to a reasonable level. This approach is generally adopted for corporate and management activities where opportunities exist, but risks must be managed in balance with expected benefits.	Medium	Confident
Low Appetite (Tolerable)		
Genus may operate in this area where the value is clearly assessed worthwhile, but only once risks have been effectively mitigated or uncertainty has been minimised. This approach is applied to core business activities such as financial management, compliance and performance assurance, and for activities in pursuing key strategic objectives.	Low / Limited	Conservative
No Appetite (Unacceptable)		
GNP will not operate in this area. There is no willingness to accept risk.	Zero	Avoid